

PROCEEDINGS
— OF THE —
BRITISH INDIA POLICE CONFERENCE,
(SECOND SESSION),
HOWRAH, BENGAL.

FRIDAY, 28th DECEMBER, 1921.

The conference was held in a pandal specially erected on the open ground behind
ated. It

ERRATA.

In page 5, for Resolution No. "VIII" read "LIII".
In page 6, under Resolution No. XII, insert,
"Proposed by Mr. R. M. Ghosal, Bengal,"
and for "Proposed by" and "Seconded by" read
"Seconded by" and "Supported by" respectively.
In page 7, for Resolution No. "XIX" read "XXII".
In page 8, for Resolution No. "XXII" read "XIX".
In page 17, for Resolution No. "LIII" read "VIII".
In page 19, under Resolution No. LXII, add,
"(g) Inspectors General of all Provinces".
In page 24, para 2, for "Mr. B. C. Das" read "Mr. B. C. Das Gupta".
In page 25, bottom, for Resolution No. "XIX" read "XXII".
In page 29, bottom, for Resolution No. "XXII" read "XIX".

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portion, asked the permission of the House to allow Rai Saheb B. C. Das to read it on
his behalf as he was ill.

Rai Saheb B. C. Das then read the address. While he was proceeding, he was
punctuated with cheers by the whole House throughout. After the address was finished,
Syed Md. Adil, Head Master, Police Training School, Saugor, Central Provinces explained
the gist of the address in Urdu.

The house adjourned for breakfast at 12 noon.

On the house returning the business at 2 P.M. when it was full to overflowing, the
General Secretary, British India Police Association Mr. G. P. Awasthi, read his annual
report of the working of the British India Police Association for the year 1921.

The President of the British India Police Association read his report on the working
of the British India Police Association for the year 1921.

The President then asked the delegates to elect members of the subject committee
and the following were elected:

Bengal:
Mr. K. N. Banerji.
Mr. H. K. Gupta.
Mr. S. P. Roy.
Mr. G. K. Chatterji.
Mr. N. C. Chakravarti.



Punjab :

Mr. Jagarnath.
Sahebzada Nasiruddin Ahmed.

Madras :

Mr. C. Sivaprokasam Mudaliar.
Mr. B. Kalahasti.
Mr. R. S. Viswasam.
Mr. Syed Abdul Rahim.

Rajputana :

Kumar Fateh Singh.
Sardar Protap Singh.
Mr. Sohan Lal.

Central India Agency :

Syed Mahammad Farraque.

United Provinces :

Mr. Safdar Hossein.
Mr. Dewan Chand.
Mr. Hazrat Shah Safi.
Mr. Aminuddin.

Central Provinces and Berar :

Rana Loke Sham Sher Jang Bahadur.
Mr. Bhola Nath
Mr. K. N. Dube.
Mr. Md. Sheraj.

Behar and Orissa :

Mr. Ahsan Kully.
Mr. A. C. Hill.
Mr. Biseswar Prosad.
Mr. Anwar Ali.

The following members of the Executive Committee of the British India Police Association were also included in the Subject Committee.

Lala Sarju Pershad	United Provinces.
Mr. L. E. Farrant	" "
Syed Ikram Hossain	" "
Pundit Newal Kishore	" "
Md. Mustafa Khan	Central Provinces.
Md. Hashanuddin	" "
Mr. G. P. Awasthi	" "
Mr. J. B. Bhowmick	Behar & Orisa.
Mr. K. M. Ganguly	Bengal.
" S. N. Banerjee	"
" J. N. Ghose	"
" R. M. Ghosal	"

The House adjourned at 4 P.M. for the next day.

The Subject Committee met and discussed the resolutions to be put before the House and sat late till 2-30 A.M. in the morning. Final selection of the resolutions in many cases were decided by votes, each province having two votes except Rajputana, and the Punjab, which had only one vote each.

SECOND DAY, 29th DECEMBER, 1921

The Conference sat at 11 A.M. The attendance was considerably larger than on the first day.

RESOLUTION NO. I.

Proposed by Rai Saheb B. C. Das, Superintendent of Police, Cooch-Behar.

Seconded by Mr. G. P. Awasthi, Inspector, Central Provinces,

Carried with acclamation, all members present standing :—

" *Resolved* that this Conference regrets that while on the announcement of the august visit of His Royal Highness the Prince of Wales in the city at this time, the British India Police Association representing about two hundred thousand officers in the provincial and subordinate services sought the permission of the Government of India to present to His Royal Highness personally a suitable address of welcome, the permission was denied. Now that His Royal Highness is so near to us, this representative body of the whole Police Force of India begs to take this opportunity of according a hearty welcome to His Royal Highness as a token of humble respect and gratitude of this assembly and fervently hopes that a copy of this resolution be conveyed to His Royal Highness by His Excellency the Viceroy and Governor-General of India."

RESOLUTION No. II.

Proposed by Rana Loke Sham Sher Jung Bahadur, Deputy Superintendent of Police, Central Provinces.

Seconded by Mr. R. M. Ghosal, Inspector, Bengal.

Carried unanimously.

" *Resolved* that the rules of the British India Police Association be revised so that they may be suitable for all Provincial Associations and that a Committee be formed of the following members for the purpose "

Central Provinces.

Mr. Hasamuddin, Inspector.

Bengal.

Mr. R. Banerji.

Madras.

Mr. Sivaprokasam Mudaliyar.

Rajputana.

Kumar Fateh Singh.

United Provinces.

Syed Zahurul Hossein.

Central India.

Mr. Mahammad Farraque.

Punjab.

Lala Jagarnath.

Bihar and Orissa.

Mr. Jagat Bandhu Bhoumik.

RESOLUTION No. III.

Proposed by Mr. D. N. Mukherji, Secretary of the Reception Committee of the British India Police Conference.

Seconded by Lala Sarju Prosad, President of the British India Police Association.

Carried unanimously.

" *Resolved* that this Conference is much aggrieved to place on record the unsympathetic treatment of the members of the Imperial Service generally towards the aspirations of the Provincial and subordinate police services as is evident from their discreet silence and want of any response to 2,000 letters addressed by the Chairman of the Reception Committee to the Divisional Commissioners, District Magistrates, Inspectors-General, Deputy Inspectors-General and the members of the Imperial Police

Service throughout British India inviting their sympathy and support for the furtherance of the just cause of the members of the Police Service".

RESOLUTION NO. IV.

Proposed by Lala Sarju Prosad, United Provinces.

Seconded by Mr. Mustafa Khan, Central Provinces.

Carried unanimously with loud acclamation.

Resolved that the President of the Conference be elected as the President of the British India Police Association for the year 1922.

RESOLUTION No. V.

Proposed by Mr. G. P. Awasthi.

Seconded by Mr. L. E. Farrant, carried unanimously with cheers.

Resolved that Rana Loke Sham Sher Jang Bahadur, be elected as the Vice-President of the British India Police Association for the year 1922.

RESOLUTION No. VI.

Proposed by Mr. G. P. Awasthi,

Seconded by Mr. L. E. Farrant.

Carried unanimously.

"Resolved that Mr. A. C. Guha be elected as the General Secretary of the British India Police Association for the year 1922 and that the following gentlemen be elected as Joint Secretaries, besides the ex-officio secretaries of the different provinces":—

Kumar Fateh Singh, for Central India and Rajputana.
Mr. Safique Hossein, for U. P.
Mr. Sivaprokasam Mudaliar, for Madras.
Rai Saheb R. K. Banerji, for Behar.
Mr. Brij Mohan Nath, for Central Provinces.
Lala Jagarnath, for Punjab.
Mr. S. B. Sen, for Bengal.
Mr. M. R. Parakh, for Bombay.
Maulvi Mohammad Sadir, for Assam,
and that Mr. S. B. Sen be also appointed as Treasurer.

RESOLUTION No. VII.

At the request of the Chair, the Secretaries of the Provincial Associations after consulting the delegates present elected the following members to form the Executive Committee of the British India Police Association.

Bengal.

Mr. Bankim Chandra Das Gupta of Tipperah.
Mr. C. C. Mukherji of Howrah.
Mr. S. P. Roy of Brahmanberia.
Mr. Gopi Krishna Chatterji of Howrah.

Madras.

Mr. V. S. Rangachariyar, Vellore.
Syed Abdul Rahim.
Mr. P. C. Venkata Rao.
Mr. C. M. Desika Chariar, Vellore.

United Provinces.

Mr. A. H. Kidway, Meerut.
Mr. Safdar Hossein, Moradabad.
Pandit Newal Kishore, Meerut.
Mr. Hazrat Shah Shofi, Budaon.

Central Provinces.

Mr. J. R. James, Akola.
Mr. Khursed Ali, Saugor.
Mr. Bholanath, Rajnandgaon.
Mr. Shanker Dayal, Hosangabad.

Behar & Orissa.

Mr. Ahsan Kully, Gaya.
Mr. Amulya Nath Benerji, Shahabad.
Mr. Biseswar Prosad, Gaya.
Pandit Triloke Prosad Tewari, Chapra.

Rajputana.

Mr. Harnam Das Ajmere.
Mirza Anwar Beg, Phulera.
Munshi Sohan Lal, Bewar.
Mahammad Ismail Canor, Ajmere.

Central India.

Mr. R. B. Ajodhya Prosad, Sehore.
Mr. R. T. C. Minaley, Mhow.
Mr. Ganwant Rao, Indore.
Mr. Mohan Lal, Indore.

Punjab.

Mr. Jagarnath, Attock.
Sahebzada Nasiruddin Ahmed, Hodal.
Kazi Mahammad Asgarali, Ambala.

RESOLUTION No. VIII.

Moved from the Chair.

Carried unanimously.

"Resolved that the decisions arrived at in this Conference regarding the pay and allowances etc., of officers of all ranks from Deputy Superintendents down to Constables supersede all memorials, representations and addresses, heretofore submitted by individual officers and Provincial Associations regarding the revision of pay and allowances and that all demands for the pay and allowances and other privileges and concessions be based on the resolutions passed by a consensus of opinion of officers of all ranks throughout British India, represented at the Conference."

In moving the resolution a speech was delivered (*vide* Appendix A.).

RESOLUTION No. IX.

Proposed by Rana Loke Sham Sher Jung Bahadur, Deputy Superintendent of Police.

Seconded by Mr. G. P. Awasthi.

"Resolved that this Conference desires to place on record the universal wishes of all members of the Associations to have officers of the Indian Civil Service as Inspectors—General of Police in the different Provinces."

This resolution was carried with universal acclamation, the whole House standing with enthusiasm.

RESOLUTION No. X.

Proposed by Rana Loke Sham Sher Jung Bahadur, Deputy Superintendent of Police, Central Provinces.

Seconded by Mr. Bankim Chandra Das Gupta, Deputy Superintendent of Police, Bengal.

Carried unanimously.

"Resolved that this Conference is strongly of opinion that in pursuance of the policy of associating the people of the country to a larger extent with the duties of

higher administration as being one of the declared object of the Reforms Scheme, half of the total appointments of the Imperial Police Cadre should be filled, as vacancies arise, partly by the promotion of Deputy Superintendents and partly by the recruitment of outside Indians in the ratio of 75 to 25 and that for this purpose the recruitment of Europeans for the Imperial Police Service be stopped till the above 50% is reached."

RESOLUTION No. XI.

Proposed by Mr. R. N. Banerjee, Deputy Superintendent of Police, Bengal.

Seconded by Syed Ahsan Kully Deputy Superintendent of Police, Behar and Orissa.
Carried unanimously.

"Resolved that in order to create a more healthy atmosphere and remove misapprehensions in the minds of the general public regarding the Police Force, every endeavour should be made by its members to secure mutual confidence, co-operation and goodwill by cultivating a spirit of healthy *comradere* in our every day dealings with the public."

RESOLUTION No. XII.

Proposed by Mr. Hill, Inspector, Behar and Orissa.

Seconded by Mr. Uday Sasi Mukherji, Sub-Inspector.

Carried unanimously.

"Resolved that the conference is of opinion that the treatment meted out to subordinates in the Police Service by superiors is not always as satisfactory as it ought to be and respectfully urges on all superior officers to accord a treatment to their subordinates which is consistent with their self respect and dignity as members of the society and as public servants."

In moving the resolution a speech was delivered (*Vide* Appendix B.).

RESOLUTION No. XIII.

Moved from the Chair.

"Resolved that in view of the heavy strain imposed on existing members of the Police Force, owing to the inadequacy of their number, the strength of the Force should be adequately augmented and should bear a reasonable proportion to the population of the country."

Carried unanimously.

RESOLUTION No. XIV.

Proposed by Mr. H. K. Gupta, B.L., Bengal.

Seconded by Lala Sarju Prosad, United Provinces.

Carried unanimously.

"Resolved that Government be moved to abolish the system of employing pleaders as Public Prosecutors in Sessions and Magistrates Courts in Police cases, their places being taken by Deputy Superintendents, specially promoted Deputy Superintendents who have worked with credit as Court Inspectors.

In moving the resolution a speech was delivered (*Vide* Appendix C.).

RESOLUTION No. XV.

Proposed by Mr. B. Kalahasti, B.A.

Seconded by Lala Sarju Prosad.

Carried unanimously.

"Resolved that the retired Prosecuting Police Officers be exempted from passing any legal test and be allowed to practise as pleaders in all the Criminal Courts in a district."

RESOLUTION No. XVI.

Moved from the Chair.

"Resolved that in the opinion of this Conference the scales of pay of the different ranks of the Provincial and Subordinate Police Services should be uniform throughout

British India, any difference in emoluments, necessary owing to differences in local conditions, being met by the grant of local allowances."

Shouts of "We all want it."

Carried unanimously.

This was translated in Hindi by Mr. Safiq-ul Hossain and in Bengali by Mr. R. M. Ghosal.

RESOLUTION No. XVII.

Proposed by Mr. Mustafa Khan, C. P.

Seconded by Mr. B. C. Das Gupta, Bengal.

Supported by Mr. L. E. Farrant Inspector, U. P.

„ Siva Prokasam Mudaliar Sub-Inspector, Madras.

„ Madan Mohan Thakur, Assistant Sub-Inspector, Bengal.

„ Seraj Ahmed, Head Constable.

„ Md. Sofi Constable, United Provinces.

"Resolved that the attention of the Government be drawn to the disproportionate number of lower and higher appointments which prevents an adequate and even flow of promotion from rank to rank and deprives the service of a healthy impetus to good work and that therefore this Conference recommends that the following percentages be fixed as the number of promotions to be given to the different ranks.

Constable to	Head Constable	...	...	100%	of vacancies.
	Assistant Sub-Inspector	...	...	100%	„
Assistant Sub-Inspector or Head Constable to	Sub-Inspector	...	...	50%	„
Sub-Inspector to	Inspector	...	...	100%	„
Inspector to	Deputy Superintendent	...	...	75%	„
Deputy Superintendent to	Imperial service	...	...	50%	„

RESOLUTIONS No. XVIII.

Proposed by Mr. Hashamuddin, Inspector, Central Provinces.

Seconded by Mr. J. B. Bhowmick, Inspector, Behar and Orissa.

"Resolved that this Conference is of opinion that the present method of selection of officers for promotion from Sub-Inspectors to Inspectors, and from Inspectors to the rank of Deputy-Superintendents of Police is unsatisfactory and that in future to give fairer scope to all deserving officers, promotion should be made on the recommendation of a selection Committee including members from non-Police services to be elected by each Provincial Association."

The resolution was objected to by Rana Loke Sham Sher Jung Bahadur, Deputy Superintendent of Police, Central Provinces, Mr. R. K. Banerjee, Deputy Superintendent of Police, Behar and Orissa, Mr. Promode Kumar Mukerjee, Inspector, Bengal.

Supported by Mr. Sarju Prosad.

„ L. E. Farrant.

„ S. B. Sen.

„ Siva Prokasam Mudaliyar.

„ Mustafa Khan.

„ K. N. Dube.

„ Safique-ul Hossain.

„ Sahebzada Nasiruddin.

„ R. N. Banerjee.

„ Ram Nihora Ojha.

and carried by an overwhelming majority of votes.

RESOLUTION No. XIX.

Proposed by Mr. H. K. Gupta, Offg. Deputy-Superintendent of Police, Bengal.

Seconded by Rai Sahab R. K. Banerji, Deputy-Superintendent of Police, Behar.

Carried unanimously.

"Resolved that this conference strongly protests against indiscriminate reversion of officers officiating in the rank of Deputy Superintendents, who served for more than 2 years and saved the critical situation of the Government during the last war and in fairness and justice to their ungrudging services it demands that they should be made permanent in the provincial rank by providing for them additional appointments in the cadre or by reducing the number of Assistant Superintendents in the Imperial cadre.

(b) Secondly that this conference recommends that direct recruitment of Deputy Superintendents be limited to 25% only as in Bombay, after full provision has been made for those acting and till other deserving Inspectors are promoted to the provincial rank.

(c) Thirdly that this conference is of opinion that so long as the suggestion in the above two resolutions are not fully met, the outside recruitment for Deputy Superintendents be stopped and these officers be styled as Honorary Deputy Superintendents in the meantime."

The mover delivered a speech in support of his resolution (Vide Appendix D.).

RESOLUTION No. XX.

Proposed by Mr. G. P. Awasthi.

Seconded by Lala Sarju Prosad.

Carried unanimously.

"Resolved that in view of the fact that Indians including Europeans of Indian domicile are eligible for appointment to the Imperial Service and that qualified outsiders can enter that service by direct appointment, the post of Deputy Superintendent should be reserved solely for departmental officers".

RESOLUTION No. XXI.

Proposed by Mr. S. P. Ray, Sub-Inspector, Bengal.

Seconded by Sahebzada Nasiruddin Ahmad, Sub-Inspector, Punjab.

Carried unanimously.

"Resolved that this conference urges upon Government the immediate necessity of the abolition of the system of direct recruitment of Inspectors."

The mover delivered speech in support of his resolution (Vide Appendix E.).

RESOLUTION No. XXII.

Proposed by Mr. Bankim Chandra Das Gupta, Deputy Superintendent of Police, Bengal.

"Resolved that the status of Deputy Superintendents, their position and privileges should be identical with that of Assistant Superintendents and that immediate steps be taken for the abolition of the existing differences in matters concerning their departmental status, pay, travelling and daily allowances and promotion to the superior rank".

Rana Loke Sham Sher Jung Bahadur, seconded the resolution with the following amendment:—

"That the period of service, as Deputy Superintendent of Police, should be taken into account in calculating the emolument as Superintendent of Police as was done in the case of Assistant Superintendent of Police".

Carried unanimously as amended.

N.B.—This resolution was to be moved by Rai Santok Sing Bahadur, Deputy Superintendent of Police, United Provinces, but as at the last moment he was prevented from coming owing to exigencies of service his speech in support of the resolution was read by the mover. (Vide Appendix F.).

At this stage, the President informed the House that he had been asked by the Inspector-General of Police, Bengal, to see him at once and so he must leave the Pandal now.

Rai Saheb B. C. Das, Superintendent of Police, Cooch-Bihar, was elected to act as President.

Rai Saheb B. C. Das then took the chair.

Lala Sarju Prosad proposed certain scales of pay for the different ranks and after considerable discussion it was decided that the subject committee would draw up a scheme which should be placed before the next day's meeting.

RESOLUTION No. XXIII.

Proposed by Mr. S. B. Sen Inspector, Bengal.

Seconded by Mr. Mustafa Khan, Central Provinces.

Carried unanimously.

"Resolved that Inspectors should be declared gazetted officers and that their status position and privileges should be identical with those of the other provincial services".

RESOLUTION No. XXIV.

Proposed by Mr. L. E. Farrant, Inspector U. P.

Seconded by Mr. Hill, Inspector, Behar and Orissa.

"Resolved that Inspectors of police should be declared as eligible for promotion to the Provincial Civil Service as before or as Extra Assistant Commissioner in the Punjab, Assam or other provinces and that four appointments be reserved for them in each province and that, similarly, four appointments in the subordinate Civil Service be reserved for Sub-Inspectors".

The proposal was objected to by Rana Loke Sham Sher Jang Bahadur and Mr. S. B. Sen on the ground that in that case members of other services would claim to be appointed in the Provincial Police Service.

The resolution was then put to the vote and carried by a majority, Bengal only voting against it.

RESOLUTION No. XXV.

Proposed by Mr. C. Siva Praksam Mudaliar, Sub-Inspector, Madras.

Seconded by Mr. Bankim Chandra Das Gupta, Sub-Inspector, Bengal.

"Resolved that Government be moved to increase the cadre of Inspectors by replacing Sub-Inspectors in charge of important station—houses and Sub-Inspectors in charge of Subdivisional Courts by Inspectors and that Inspectors in charge of kotwalis in big cities of India be replaced by Deputy Superintendents and that in all big Reserves Deputies be kept in charge".

Mr. Promode Nath Mukerjee proposed an amendment that the cadre of Sub-Inspectors and Inspectors be merged together into junior and senior Inspectors' scale but he withdrew the amendment as he was not supported.

The original resolution was carried unanimously.

RESOLUTION No. XXVI.

Proposed by Mr. G. K. Chatterjee, A.S.I.

Seconded by Mr. Madan Mohan Thakur, A.S.I.

"Resolved that the direct recruitment of Sub-Inspectors be stopped until qualified Assistant Sub-Inspectors or Literate Head Constables who have been officiating for more than two years are permanently promoted to the rank of Sub-Inspectors, and the supernumerary Sub-Inspectors are absorbed and that the age limit of Assistant Sub-Inspectors or Literate Head Constables for entry to the rank of Sub-Inspectors be abolished".

It was translated in Urdu by Mr. S. M. Adil, Central Provinces.

Carried unanimously.

RESOLUTION No. XXVIII.

Proposed by Pandit Newal Kisore, Sub-Inspector.

Seconded by Mr. Hill.

Carried unanimously.

"Resolved that in view of the special condition of the Police service, involving loss of life or permanent physical incapacity, Government be moved to introduce a regular

system of awarding maintenance allowance to their families at a scale suitable to their requirements and consistent with their social position and their future prospects in the service ”.

RESOLUTION No. XXIX.

Proposed by Mr. G. R. Sukla.

Seconded by Mr. R. C. Sarma, Central Provinces.

Carried unanimously.

“ *Resolved* that in view of the Police officers’ work involving liability for 24 hours duty enjoined on them optional retirement with full pension on completion of 20 years service be allowed to all ranks of the Police Force.”

RESOLUTION No. XXX.

Proposed by Mr. S. B. Sen, Inspector, Bengal.

Seconded by Mr. Bisweswar Prosad, Inspector.

Supported by Mr. B. Kalahasti,

Carried unanimously.

“ *Resolved* that officers against whom a bad remark is about to be entered in the Confidential Report Book be given an opportunity to explain away all alleged misconduct and that should the remark be of such a serious nature as to affect the future prospects of an officer prejudicially, the officers concerned should have a right of appeal.”

The mover delivered a speech in support of the Resolution *vide* Appendix G.

RESOLUTION No. XXXI.

Proposed by Mr. K. N. Dube, Central Provinces.

Seconded by Sahebzada Nasiruddin Ahmed, Punjab.

Carried unanimously.

“ *Resolved* that police throughout British India be exempted from the liability to take license for the possession of fire-arms.”

RESOLUTION No. XXXII.

Proposed by Mr. Anwar Ali, United Provinces.

Seconded by Safiqul Hossein, Bihar and Orissa.

Carried unanimously.

“ *Resolved* that an uniformity be adopted in the uniforms of all ranks throughout British India.”

RESOLUTION No. XXXIII.

Proposed by Mr. A. A. Quadrey, Deputy Superintendent of Police, Bengal.

Seconded by Mr. K. N. Dube, Inspector, Central Provinces.

Supported by Dewan Chand, Sub-Inspector, United Provinces, and Sohon Lal, Head-Constable, Rajputana.

Carried unanimously.

“ *Resolved* that Deputy Superintendents, Inspectors and Sub-Inspectors be granted an allowance for the purchase of first kit and its annual maintenance and that all other ranks be supplied with free kit which should include warm blankets, a pair of bed sheets, a mosquito curtain in malarial climate and warm clothings like the military.”

RESOLUTION. No. XXXIV.

Proposed by Mr. B. C. Das Gupta, Deputy Superintendent of Police.

Seconded by Lala Sarju Prosad.

Carried unanimously.

“ *Resolved* that two Police Officers, nominated by members of each Provincial Associations, be allowed to be appointed in the Secretariat for dealing with all Police matters in each Province in assisting the members in charge of the Police Department.”

RESOLUTION No. XXXV.

Proposed by Rana Loke Sham Sher Jung Bahadur.

Seconded by Mr. R. M. Ghosal.

Carried unanimously.

“ *Resolved* that this Conference is of opinion that the pay of the senior scale of the Imperial Police service should not be less than that of any other Imperial Services barring the I. C. S. and the rate of increment should be Rs. 50 per annum.”

RESOLUTION NO. XXXVI.

Proposed by—Mr. C. C. Mukerje, Chairman, Reception Committee.

Seconded by Mr. D. N. Mukherjee.

Carried unanimously.

“ *Resolved* that the conference regrets the inability of the numerous elected delegates and others who were unavoidably unable to join the conference.”

Letters and telegrams received from them expressing their sympathy with the Conference were read.

At this stage the President, Rai Saheb Purna Chandra Biswas, returned to the Conference and informed the House that he had been ordered by the Inspector-General of Police, Bengal, not to take any further part in the proceedings of the Conference and to proceed to Jalpaiguri immediately. He then left the Pandal.

The news was received with very great discontent and excitement ran high. It was some time before order could be restored and after some discussions it was unanimously resolved that the following telegram should be sent to the Inspector-General of Police, Bengal :—

“Being given to understand that our beloved and honoured President Rai Saheb Purna Chandra Biswas has been ordered by the Inspector-General of Police, Bengal, to proceed immediately to Jalpaiguri, the representatives of the British India Police Association, present at the Conference, sincerely regret the order in view of the fact that he is the President of the present session of the Conference which is still sitting and will be sitting till tomorrow. The conference therefore respectfully requests the Inspector-General of Police, Bengal, to reconsider his decision and permit our esteemed President to carry on his duties which we have imposed on him and we sincerely hope and pray that the order be kindly communicated immediately by telegram, addressed Benpoltion, Howrah, in order to enable him to control and guide the deliberations.”

Further resolved that a copy of the resolution be sent to Rai Saheb Purna Chandra Biswas.

The telegram was sent to the Inspector-General of Police, Bengal.

RESOLUTION No. XXXVII.

Mr. Shdhiranjan Sett, Inspector, proposed “a vote of hearty send-off to the President before he left Howrah.” The resolution was seconded by Rana Loke Sham Sher Jang Bahadur and carried by the House.

The meeting was then adjourned *sine die* at 9 P.M.

The Subject Committee sat till 3-30 in the morning and discussed the position of the Conference under the orders passed by the Inspector-General of Police, Bengal. The Committee was of opinion that the Presidential Address correctly represented the feelings of the provincial and subordinate ranks and their requirements and grievances. The Committee deplored that the Inspector-General of Police, Bengal, had thought it fit to take an action which threatened the dissolution of the conference, thereby depriving the members of the subordinate and provincial services who have assembled at Howrah from distant parts, of an opportunity to deliberate together and take united action in moving the authorities for the removal of their legitimate grievances. It was decided that, should the Inspector-General of Police refuse to reconsider his orders as requested in the above telegram, a deputation of the following delegates of the conference with Rana Saheb as spokesman should wait upon the Hon’ble member of the Bengal Executive

Council, in charge of the Police Department, to ask him to revise the Inspector-General's orders and thereby relieve the acute tension of feeling pervading the House.

The following members constituted the Deputation :—

Rana Loke Sham Sher Jung, Deputy Superintendent Police, Central Provinces.

Lala Sarju Prosad, Inspector, United Provinces.

Mr. L. E. Farrant, Inspector, United Provinces.

Mahammad Faraque, Inspector, Central India.

Mr. J. B. Bhounik, Inspector, Behar.

Mr. Sivaprokasam, Inspector, Madras.

Lala Jagarnath Prosad, Inspector, Punjab.

Mr. B. C. Das Gupta, Deputy Superintendent Police, Bengal.

Mr. R. M. Chosal, Inspector, Bengal.

THURSDAY, THE 30th DECEMBER, 1921.

As no reply was received from the Inspector-General of Police, Bengal, at about 9 A.M., the members selected for the deputation started to wait upon the Hon'ble Sir Henry Wheeler. In the mean time the President was photographed with the members present. About 300 delegates escorted the President to the Sealdah Railway Station.

Rana Saheb on behalf of the members of the deputation saw the Hon'ble member, who, after giving him a hearing, passed orders allowing the President to stay on. The party then hastened to the Sealdah Station and amidst loud cheers for the Hon'ble Sir Henry Wheeler, brought the President and his followers back to the conference. His entrance at the Pandal evoked thundering cheers from all sides of the House with thanks to Sir Henry Wheeler for his kind consideration and a happy solution of the difficult situation in which the conference had been placed by the Inspector-General of Police, Bengal.

In the mean time a telegram was received from the Inspector-General of Police intimating his inability to reconsider his orders regarding the President.

As desired by Sir Henry Wheeler, Rana Saheb again saw him and learnt from him that orders had been passed allowing the President to take part in the deliberations of the conference. The news was received with loud cheers. A letter was also received from the Inspector-General of Police informing this and stating that he had no motive to slight the conference.

The Subject Committee then again sat till 5 P.M. to discuss the outstanding resolutions.

Lala Sarju Prosad rose and drew the attention of the members to the order passed by the Inspector-General of Police, Bengal, apparently because he took exception to the Presidential Address and invited the opinion of the House about it, at the same time warning every one present that the opinion must be passed after very careful and mature deliberation, and not in the heat of the moment. All the members stood up and emphatically expressed their hearty concurrence in the spirit of the Presidential Address. At this stage the President intervened and pointed out that in view of the fact that the address had been prepared by him and that he himself had taken the whole responsibility for it he would not like that the matter should be further discussed. He requested that the matter should be dropped.

The President's mandate was obeyed.

RESOLUTION No. XXXVIII.

Proposed by Rana Loke Sham Sher Jung Bahadur Deputy-Superintendent of Police.

Seconded by Lala Sarju Prosad.

Carried unanimously.

Resolved that this conference most humbly and loyally offers its thanks to the Government, represented in the person of Sir Henry Wheeler, the Hon'ble member in charge of the Police Department, for his patient and kind hearing to the deputation members on that day and the sympathy evinced by him in allowing the President to continue to preside over the deliberations of the conference."

RESOLUTION No. XXXIX.

Proposed by—Mr. G. P. Awasthi.

Seconded by—Mr. D. N. Mukherji.

Carried amidst applause.

Resolved that this conference heartily thanks Rana Loke Sham Sher Jung Bahadur, Deputy Superintendent of Police, Central Provinces, for his earnest endeavours in approaching the Hon'ble member and explaining to him properly the situation with the happy result of his getting an order for the President to stay back."

RESOLUTION No. XL.

Proposed by—Lala Sarju Prosad.

Seconded by—Mr. G. P. Awasthi.

Carried unanimously.

Resolved that this conference after debating on the general principles, governing the demands of all ranks, from Deputy Superintendents of Police to constables, appoints a selection committee consisting of the following 6 members and empowers the committee to prepare a memorial or deputation address within 15 days in order to enable the deputation to wait on His Excellency the Viceroy in the last week of January or early in February."

Bengal.

Mr. S. B. Sen.

United Provinces.

Lala Sarju Prosad.

Madras.

Mr. Sivaprokasam Mudaliar.

Central Provinces.

Mr. Mustafa Khan.

Behar.

Mr. J. B. Bhounik.

Rajputana.

Kumar Fateh Singh.

RESOLUTION No. XLI.

Proposed by—Mr. Ikram Hossein, United Provinces.

Seconded by Mr. S. B. Sen, Inspector of Bengal.

Supported by Mr. S. N. Banerji, Deputy Superintendent of Police.

Carried unanimously.

Resolved that in the event of any member of the Association, being proceeded against by Government or the Department, on account of his activities on behalf of the Association, the Association will assist him both financially or otherwise, provided that the action for which he is proceeded against, was not against the rules governing the conduct of Government servants and that it was done in good faith."

RESOLUTION No. XLII.

Proposed by Rai Saheb. R. K. Banerji, Deputy Superintendent of Police, Behar.

Seconded by Mr. L. E. Farrant Inspector, United Provinces.

Supported by Mr. D. N. Mukherjee, Bengal.

Carried unanimously.

Resolved that immediate effect be given to the recommendation of the Railway Police Committee so far as it relates to the abolition of the posts of circle or Divisional Inspectors and substituting them by Deputy Superintendents of Police promoted from the rank of all classes of Inspectors."

City Sub-Inspectors and Stenographer :—Rs. 40.
Daily allowance Rs. 2 outside jurisdiction.
Carriage of kit :—2 coolies within jurisdiction on the certificate of the officer.
Milage of Rs. 0-4-0 per mile for journey over 20 miles outside jurisdiction
Railway Sub-Inspector—one single fare over free pass.

RESOLUTION No. XLVIII.

Proposed by—Mr. Brij Mohan Nath Inspector, Central Provinces.

Seconded by—Mr. Littleboy.

Supported by—Mr. Hill, Mr. L. E. Farant, Mr. Mustafa Khan, Mr. P. B. Mukherji.
Carried unanimously.

“Resolved that the following scale be fixed as the irreducible minimum pay and allowances of Inspectors.”

IV. INSPECTORS OF POLICE :—

Pay :—Rs. 300—10—400—20—500.

Conveyance allowance :—Rs. 50,

House allowance :—Free house or rent up to Rs. 75 according to local conditions.

Travelling allowance :—C. S. R.

Daily allowance :—Rs. 3 to Rs. 5.

First Kit on appointment and maintenance :—Rs. 200 on first appointment and Rs. 60 every year for maintenance.

Government Railway Police :—One single fare in addition to free pass.

City allowance :—Rs. 75.

Criminal Investigation Department allowance :—Rs. 75.

Platform allowance :—Rs. 75

Reserve Inspector's allowance :—Rs. 75.

Prosecuting allowance :—Rs. 75.

Cantonment Inspector's allowance :—Rs. 75.

Duty allowance :—For Training College and School Inspector's Rs. 75.

Tentage and Khalasis :—According to local rates.

River Police :—Rs. 75.

Mr. S. B. Sen proposed an amendment to the effect that the pay should be Rs. 250—20—450 with a selection grade of Rs. 500. It was supported by R. M. Ghosal. The amendment was put to vote but was lost by an overwhelming majority of votes.

RESOLUTION No. XLIX.

As Rana Sahab had taken leave of the House to catch the Punjab Mail, his proposal which had been approved by the subject committee was read by Mr. R. N. Banerji, Deputy Superintendent of Police, Bengal.

Proposed by—Rana Loke Sham Sher Jung Bahadur.

Seconded by—Mr. R. N. Banerjee.

“Resolved that this Conference is of opinion that nothing short of the following should be fixed by Government as the pay and allowances of the Deputy Superintendents of Police.”

Scale of Pay :—Rs. 300—300—350 on confirmation,—25—850—50—1,000
Selection Grade 25%—Rs. 1,200.

Promoted officers to start at a minimum of Rs. 400 or with an addition of Rs. 50 over the actual pay, he was drawing at the time.

Conveyance allowance :—Rs. 75 where Superintendents are given the same.

House allowance :—Government quarters or 10% of the maximum pay.

Sub-Divisional allowance :—Rs. 75.

Travelling allowance :—1st class officers, milage and daily allowance 1st class all round.

First Kit and charger on appointment :—as allowed to Assistant Superintendent of Police.

City allowance :—Rs. 75.

Criminal Investigation Department allowance :—Rs. 100.

Prosecuting allowance :—Rs. 100.

Duty allowance for Training College and School Instructors :—Rs. 100

Carried unanimously.

RESOLUTION No. L.

Proposed by—Constable Sukhnandan Prosad, Central Provinces.

Seconded by—Muhammad Hossein, Bengal.

Supported by—Hari Sing, United Province, Seonandan Singh Behar and Orissa.
Carried unanimously.

“Resolved that this Conference is of opinion that no deduction be made from the pay of the Constables on account of diet on their admission to Hospital.”

RESOLUTION No. LI.

Proposed by—Mr. Jagarnath, Punjab.

Seconded by—Mr. S. N. Banerjee, Bengal.

Carried unanimously.

“Resolved that this Conference urges upon the Government the immediate necessity of paying all officers and men according to the rates mentioned in the previous resolutions with retrospective effect from 1st January, 1919.”

RESOLUTION No. LII.

Proposed by—Mr. K. N. Dube,

Seconded by—Md. Shafiqul Hussain.

Carried unanimously.

“Resolved that all temporary vacancies including leave vacancies should be filled in by temporary promotion from the next lower rank.”

RESOLUTION No. LIII

Proposed by—Mr. S. B. Sen, Bengal.

Seconded by—Mr. J. B. Bhowmick, Behar & Orissa. Carried unanimously :—

“Resolved that the power of inflicting punishments of dismissal and degradation be restricted to the authority appointing such officers and that there must be an appellate authority against all major punishments including black marks and the system of confining to quarters as punishment be abolished.”

RESOLUTION No. LIV.

Proposed by Rai Sahib B. C. Das, Superintendent of Police, Cooch Behar.

Seconded by Mr. Bankim Ch. Das Gupta, Deputy Superintendent of Police, Bengal.

Carried unanimously.

“Resolved that this Conference is of opinion that river crime can be controlled with equal efficiency and less cost by District Police Station—Officers and that this Conference urges that the separate Police organisation in Bengal be abolished at once, necessary additions to establishments and equipments being made to land Police—Stations in Riverine areas.”

The mover delivered speech in support of his address. (Vide Appendix H.).

RESOLUTION No. LV.

Proposed by Mr. G. P. Awasthi, Central Province.

Seconded by Mr. Biseshwar Nath, Behar & Orissa.

Carried unanimously

"Resolved that steps be taken to arrange a deputation to the Viceroy and the Secretary of State for India with addresses as suggested in the preceding resolutions."

RESOLUTION No. LVI.

Proposed by Mr. Shafique-ul Hossain, United Provinces.

Seconded by Mr. Baij Nath Kaula, Inspector, Central Province.

Carried unanimously.

"Resolved that this Conference is emphatically of opinion that in the interest of Government service, it is essential that immediate steps should be taken to check the growing feeling of discontent particularly in the lower ranks and therefore this Conference strongly urges that the suggestions made by it regarding pay, prospects and allowances should be considered sympathetically and an announcement made immediately."

RESOLUTION No. LVII.

Proposed by Mr. C. Siva Prokasam, Mudaliyer.

Seconded by Mr. R. M. Ghosal.

Carried unanimously.

"Resolved that the Benefit and other funds of the different Provincial Associations be invested on the basis of a uniform co-operative system."

RESOLUTION No. LVIII.

Proposed by Mr. G. P. Awasthi, Central Provinces.

Seconded by Mr. S. B. Sen, Bengal.

Carried unanimously.

"Resolved that 20% be fixed as the percentage of contributions to the British India Police Association from Provincial Associations out of their total income, per year."

RESOLUTION No. LIX.

Proposed by Lala Sarju Prosad.

Seconded by Mr. G. P. Awasthi.

Carried unanimously.

"Resolved that the last year's deficit of funds of the British Indian Police Association be met by proportionate contribution by the following Provinces, Bengal will be exempted as she had to incur heavy expenditure on account of this conference."

United Provinces ...	...	...	...	Rs. 300.
Central Provinces ...	...	...	...	Rs. 200.
Behar ...	...	...	...	Rs. 200.
Rajputana ...	...	...	...	Rs. 50.
Central India (Indore) ...	...	...	...	Rs. 25.
Madras ...	...	...	...	Rs. 150.

RESOLUTION No. LX.

Proposed by Mr. A. A. Quadrey, Dy. S. P., Bengal.

Seconded by Mr. Hashanaddin, Inspector, C. P.

Carried unanimously.

"Resolved that this Conference is of opinion that with a view to ensuring better facility of Police work and better co-operation between different Provinces, establishing greater harmony and fellow-feeling between the officials serving in different localities and also encouraging self-respect among individual members of the Force and a desire to raise the moral tone and dignity of service, the Police Acts in force in different parts in British India and the different manuals be at once examined and revised by a competent Committee including representatives from the Subordinate and Provincial Police Services and a common Act and a common set of fundamental rules be framed with provision for local variations in matters of minor details."

The mover delivered a speech in support of the Resolution (*vide* Appendix I.)

RESOLUTION No. LXI.

Proposed by Mr. G. P. Awasthi.

Seconded by Mr. Shafiqueul Hossain.

Carried unanimously.

"Resolved that Lala Surja Prosad be elected as Hony. Manager of the British India Police Magazine with his head quarters at Lucknow."

The accounts of the B. I. P. A. for the year 1921 were read and passed formally.

RESOLUTION No. LXII.

Proposed by Mr. G. P. Awasthi.

Seconded by Mr. S. B. Sen.

Carried unanimously.

"Resolved that copies of the proceedings of this Conference be submitted to

- (a). All Local Governments.
- (b). The Imperial Government.
- (c). The Secretary of State for India.
- (d) The Members in charge of the Police Department of all Provinces
- (e) The President of the Imperial Police Association
- (f) The Presidents of all Legislative Councils.

and that the Imperial Government and all local Governments be asked to lay a copy of this on the table of the Legislative Assembly and Councils respectively of all Provinces."

RESOLUTION No. LXIII.

Proposed by Mr. G. P. Awasthi,

Seconded by Lala Sarju Prosad.

Carried unanimously.

"Resolved that a vote of welcome be given to the President-elect of the ensuing year and to the office bearers and the members of the Central Committee of the British India Police Association."

RESOLUTION No. LXIV.

Moved from the Chair.

Carried unanimously, with acclamation.

"This Conference places on record its sense of gratitude to Lala Sarju Prosad, Mr. G. P. Awasthi of the British India Police Association and Messrs. C. C. Mukerjee and D. N. Mukerjee, A. C. Guha, R. M. Ghosal and S. B. Sen of the Reception Committee of the British India Police Conference and to all other members of the same Committee for the indefatigable labours they have taken to bring this Conference to a success."

The Chairman of the Reception Committee, Mr. C. C. Mukerjee, Deputy Superintendent of Police, Howrah, stood up and thanked the President, and visitors present and also thanked the members of the committee and the volunteers and Assistant Volunteers and others concerned for the immense trouble they have taken for the success of the Conference.

Mr. L. E. Farrant, on behalf of the U. P. delegates, thanked the Chairman and the members of the Reception Committee for the hospitality they have shown to them. He was followed by all the Secretaries of the different Provincial Associations, present at the Conference, who all thanked Mr. A. C. Guha, Mr. C. C. Mukherjee, the Chairman and the Members of the Reception Committee for all that they have done for them during their stay at Howrah.

Mr. G. P. Awasthi, on behalf of the British India Police Association, thanked Thakur Man Sing for his kind services and generous assistance in various ways for the success of the Conference and Babu Srilal Chamarla for his generosity in placing at the disposal of the Members of the Reception Committee his palatial mansions at Howrah for the

accommodation of the delegates, coming from different parts of India and the open ground for the erection of the huge Pandal. This Conference takes this opportunity of placing on record its gratefulness to them.

The Chairman, Reception Committee thanked several gentlemen for their generous help in connection with the Conference, notably :—

Mr. Venables, E. I. Railway.
 Mr. G. J. Harris, E. I. Railway.
 Babu Mati Lal Burman, Howrah.
 Rai Bahadur Onkermal Jettia, Calcutta.
 Babu Onkermal Saraff, Calcutta.
 Rai Ramprotap Chamarla Bahadur, Howrah.
 Mr. J. F. Madan, Calcutta.
 Dr. Soft, I.M.S., Calcutta.
 Mr. A. R. Mudgill, Calcutta.
 Curator Botanic Gardens, Shibpore, Howrah.
 Mr. H. Ducat, Howrah Cinema, Calcutta.
 Dr. Apurba Kristo Ganguly, M.B., Howrah.
 Messrs. Mackinon Mackenzie & Co., Calcutta.
 Mr. W. C. Curtland, Howrah, E. I. Ry.
 Dr. Benoy Lal Mazumdar, M.D., Calcutta.
 Messrs. Hoythe & Co., Howrah.
 Raja Hrishikesh Law, Calcutta.
 Mr. Sarju Ram, Howrah.
 Messrs. Kheezarhee Burma Tobacco & Co., Howrah.
 B. I. S. N. Co., Howrah.
 The Ganges Jute Mill & Co. Howrah.
 Babu Bhajan Lal Lohia, Kumar Sanat Kumar Mukerjee.
 Babu Ranga Lal Jujudia.
 Mr. P. S. Gazdhar, Babu Hira Lal Agarwalla.
 Manager Bharat Abhudoy Cotton Mills, Calcutta.
 Proprietor Radha Kissen Cotton Mills, Calcutta.
 Mr. Suruj Mal Nagar Mal, Calcutta.
 Babu Khirode Chandra Ghose, Howrah, and others.
 The Chairman, Howrah Municipality.

Three cheers were then raised for—

His Majesty the King-Emperor.
 His Royal Highness the Prince of Wales.
 His Excellency the Viceroy.
 His Excellency the Governor of Bengal
 And The Hon'ble Sir Henry Wheeler.

RESOLUTION NO LXV.

Proposed by Mr. B. C. Das Gupta.

Seconded by Mr. R. M. Ghosal, carried unanimously with acclamation.

“Resolved that this Conference with all earnestness and sincerity reiterates its steadfast loyalty and devotion to the Service under all circumstances and begs to assure that all the resolutions made here have been made after careful deliberations in the House and that it begs that the light of wisdom which shines in the heart of all great men may make our intention and meaning clear to all whom it may concern.”

Babu Chandi Charan Mukerjee proposed a vote of thanks to the President. The President then declared the meeting dissolved at 9 P.M.

PURNA CHANDRA BISWAS,
President.

BRITISH INDIA POLICE CONFERENCE, 1921.
 30-12-21.

G. P. AWASTHI, C. P.
General Secretary,
 BRITISH INDIA POLICE ASSOCIATION.
 30-12-21.

APPENDIX A.

GENTLEMEN,

When I rise to move this resolution, I need offer no apology. You heard why we all have assembled here and you have now passed resolutions on different items on the agenda. The conclusions arrived at are the united voice of everyone of the Police Force in India whom we represent.

My intention in moving this resolution is this. Many of us have individually petitioned the Government for redressing the grievances of the ranks to which they belong and similarly the different Provincial Associations have sent representations to the respective authorities in each Province. When we have met here, animated with common ideas and feelings, sharing common responsibilities and have arrived at definite conclusions after fully discussing the various problems affecting our services, in the different ranks, in all the Provinces, we have thereby nullified all our previous petitions and representations made by individual members and by provincial Associations, so far as they are in variance with our present conclusions respectively. As our aim to convene this session is to have uniform system of pay and prospects of the different ranks throughout the Police Force in India, we do hereby put forward our views about the service, as a whole, which will govern the whole Force with such reservations as will be necessary considering the local conditions.

If we want to be one in our aims and aspirations regarding pay and prospects in the different ranks of all the provinces, as we have decided at this Conference, we then cannot but have this resolution carried.

GENTLEMEN,

At the same time in proposing the resolution, I realise that we lay ourselves open to the charge of inconsistency. The authorities may very well say that we do not know our own minds and rashly put forward requests which are meant to be superseded at a later date. I realise this but I think in a matter of such importance it is better to court such risk and plead guilty than follow our individual judgment as we have hitherto done. If we have erred in the past so also have the authorities as is evidenced by the constant modification of orders in this respect in the case of Imperial Officers. The fault lies not so much with us as with the troublesome times through which we are passing. The ideas are changing so fast that one need not hesitate to change his views with the march of time. And in fact if the resolutions are examined it will be found that if we have changed our calculations in rupees, annas and pies, our line of demand and arguments on which they are based have remained practically unchanged. With these words I commend the Resolution to your acceptance.

(Resolution No. VIII).

APPENDIX B.

GENTLEMEN, In proposing the above resolution I must beg pardon for saying the truth in this occasion when we have met to say the truth. Let no one imagine that what I am saying is a sudden outburst of imagination, an instinctive impulse. It is the outcome of a long period of self criticism. I see the same spirit prevailing amongst all ranks, the spirit of domineering over a subordinate. It is not exactly tyranny, it is rather naive egotism, a big-boy like feeling, perfectly sincere that he has a right to do as he likes, and that he knows better than any one else. It is really very funny—far more funny than brutal, though, as it is with egotistical big boys, brutality lies very near the surface and like the claws of a cat can readily come into evidence. He does never think that he may need withstanding. What he says is Gospel truth. Every thing done by him must be right. This curious conceit of perfect rectitude is really more difficult to deal with than rough brutality. There is something solid to hit in rough brutality but hitting the conceit of perfect rectitude is like hitting a feather-bed. There is no answer but the swaggering big-boy's reply "I can do as I like and I know better than you." There are certainly one or two exceptions who see straight and sound a true note but the majority say "Do this, you are too big for your boots, you think too much of yourself." The result is alination, servility without respect and while it degrades the subordinate, stifles his energies chokes and gags him and makes him wholly useless, it does no better to the superior by keeping aloof from him all chances of healthy criticisms. While the subordinate loses all self-respect the superior gains no respect but what is paid to him through fear, and, sheer flattery and insincere statements become the order of the day. I ask you gentlemen, therefore to cultivate a spirit of friendliness towards our subordinates to give every man his due, to make him earn his own self-respect so as to enable him in turn to be your respecter instead of making him the sneering subordinate at your back and your smiling flatterer in your presence. Sympathetic treatment, goes a long way to mend a man, to correct his follies, much more to encourage him in his activities. Every man has his weak points. As superiors we have them, as subordinates we have them and we must therefore bear with them. To abuse a subordinate is to abuse yourself, to show a subordinate a mocking face is to show yourself at your worst, it is easy to criticise but not so to build and he who builds is also always subject to criticisms and must bear them to learn his faults and take lessons for the future. I hope therefore that now that we have met here from all parts of India in a friendly concourse of all ranks from Deputy Superintendents down to constables we must propagate this doctrine of better and sympathetic treatment towards our subordinates, thoroughly consistent with their dignity and self-respect.

(Resolution No. XII).

APPENDIX C.

GENTLEMEN,

In proposing the above Resolution I need say anything. All of you gentlemen are fully aware of the calibre of ordinary public prosecutors. I know I incur the displeasure of a section of the legal profession, but I am afraid our cause demands it. Are we not aware that we are indifferently treated by them? Do we not know that many of them take but little interest in their work and that their name and appellations protect them from all anxieties and troubles as a consequence? Would it be not advantageous to the department financially and otherwise if trained Court officers replace them? Would it be a wonder to train a Police officer to do this work and will not such Police officer carry on the work more efficiently than the other who is not versed with the Police technique? Would not a Police officer trained to be a public prosecutor be more advantageously consulted? If you can dispel the idea that the pleader Public Prosecutor would be more impartial to either side than the Police Public Prosecutor there is nothing more against the idea. But do we not see impartial Police Prosecutors now-a-days who place facts before the Court instead of pleading only for the complainant as a complainant's pleader, and do we not see that the pleader public prosecutor has the same natural propensity of currying official favour like the Police Public Prosecutor. Excuse me gentlemen, I am saying the naked truth. Cannot the work of conducting cases before the Sessions Court be done by a trained Deputy Superintendent who has conducted innumerable cases before District Magistrates and who has in that way learnt his profession? Two men pass the Law examination. One enters the Police Department and becomes an efficient Prosecuting Inspector at his tenth year of service and becomes a Deputy Superintendent at his 22nd year of service. The other becomes a good pleader and is appointed as a Public Prosecutor at his 20th year of service. Which will be the better I ask you for conducting Police cases? In my opinion, I should say the Deputy Superintendent will be the better man of the two. Government will gain monetarily, the department will gain by being better advised and better attended to and the departmental men will gain by having a fresh field to enter into. I hope gentlemen, I will receive your unanimous support.

(Resolution No. XIV).

APPENDIX D.

GENTLEMEN, I have neither the gift of speech nor the scholarly genius to do befitting justice to the matter I have taken in hand but I make myself bold to stand with my accumulated experience as a member of the service to express my disappointment and mortification at the glaring injustice done to the members officiating in the Provincial rank, who occupy an anomalous position with a mere dignity of a higher rank.

GENTLEMEN, Your attention has been drawn by the President to the possible methods of remedying the injustice. With his long experience, as a member of the Provincial service, he has briefly made a critical examination of the problems and has rightly pointed out the defects of the recommendations of the Police Commission of 1902-3 and has also shown what a clever subterfuge was resorted to by the Police Services commission in the face of outstanding facts to lead them to correct decision, to deny deserving candidates their just claims. You have further heard an elaborate learned lecture by my friend Mr. B. C. Das regarding the relation of Provincial and Imperial services beginning from its institution, its later stages till its present shape. Before I begin my subject, I cannot but acknowledge to you my full concurrence with the views, and I am glad to find the good sense of the House has unanimously supported my friend's resolution. Next, to come to my point I would like to deal with each separately and substantiate them by valid grounds.

My first resolution is that officiating Deputy Superintendents of over 2 years standing should be made permanent at once either by creating additional appointments or by reducing the number of Assistant Superintendents. I need not waste your time with recounting a tale of high handedness and injustice which has been told in such glowing language by the President. The broad facts of the case are well-known to the different Governments as well as to you. The fact is that during the war Government found that the close reserve they had formed for the employment of Europeans in the higher offices of the department by shutting out the deserving Indian and Europeans already in the service could no longer be kept inviolate. Gentlemen, necessity knows no law and during these hard times the elaborate arguments that had been carefully prepared by interested parties in justification of excluding Indians, the rules restricting the appointment supported by base calumnies, personal and national, thrown against them by the different commissioners to discredit the Indian officers vanished in the air and a large number of Indians were, under the sheer stress of necessity appointed as Officiating Superintendents. These officers not only saved the situation but proved their efficiency beyond all doubt to hold these higher posts. It is these officers who maintained the prestige and dignity of Government in these troublous times, which earned for them praise from all quarter. Not a word was uttered about their incapacity or the failure of the experiment and if this was done it would be base lies. But when the difficulties of the Government were over, the troubles of these officiating officers began. I may in this connection remind you the hard lot of these officiating Deputy Superintendents. Their rate of pay has not yet been announced and those who are still officiating in the rank are yet in the dark as to where they stand.

The hard lot of these officiating members was fully represented before the authorities of Bengal by a deputation from the Bengal Police Association but no response has yet been made. This injustice has been possible only because the service is composed mainly of Indians. If it were a rank of European members the matter would have received the attention of higher authorities and would have been ere long redressed. This state of things is indeed a matter of great regret to us. The remedy was easy and inexpensive. In every province there was a number of vacancies in the rank of Assistant Superintendents and the officiating Deputy Superintendents could have been fitted in them. But instead of this, outsiders have been imported from England and recruited here even to fill them.

Not only so, in the face of such glaring injustice to the members, even outside recruitment for the Provincial rank was not stopped. Thus most of these officiating members in the rank were forced to revert to their former posts. Why were their claim in such a way overridden.

Now it is uncumbent on us to see that officiating Deputy Superintendent serving for over 2 years are made permanent in the Provincial rank at once without any objection whatever. This practice should be followed in all the provinces uniformly and no distinction should be made in the procedure.

Next I come to the second part of my resolution that direct recruitment of Deputy Superintendents be limited to 25% only as in Bombay after full provision has been made for the acting officers. It is a matter of some satisfaction to us that in fairness and justice to those who officiated in the rank of Deputy-Superintendents during the war, the Government of Bombay have allowed this benefit of concession but the net result is insignificant. The number of Deputy-Superintendents is small and a difference between 50 per cent. and 25% is not much when the number of Inspectors deserving promotion is taken into consideration. Still our position is such that we must be grateful even for small boons. But the other Governments have not agreed even to do this small measure of justice.

If we compare the position of Bengal with that of Bombay on this matter we find that a few months back 32 promotions were open to 149 Inspectors there while in Bengal only 14 promotions are open to some 299 Inspectors and this difference rendered it more incumbent on the Bengal Government to treat our case sympathetically. In this connection I would point out to you that while the number of Superintendents and Assistant Superintendents are increasing yearly the number of Deputy-Superintendents have remained stationary. Not only so, the number of percentage of higher appointments held by promoted Inspectors is some 43 while that of higher appointments held by Excise Inspectors and Sub-Deputy Collectors is 26 and 33 respectively. In Bengal under the present system it takes a Sub-Inspector about 16 years to reach the rank of Inspectors and he can only expect to reach the rank of Deputy Superintendents only towards the close of his official career. This difficulty can only be removed by increasing the number of Deputy-Superintendents in the manner suggested above by me. It may be urged that the creation of additional provincial appointments will go against the so-called formula guiding the ratio between the inferior and superior charges but this was fixed long before the Reform Scheme and even the Public Services Commission declared it to be defective. The spirit of the Reforms and the spirit of the times makes it quite antiquated and as such the formula cannot apply now and a theoretical formula devised to safe-guard the interests of a particular section of the service must not be applied to the serious prejudice of another section of it.

GENTLEMEN, it appears to me and I am convinced you all agree with me that this particular question has more than a mere academic or selfish interest for us. You all know that a racial prejudice has stood in the way of a satisfactory solution of this question. It can matter very little to Government whether a few more officiating Deputy-Superintendents most of whom are nearing the end of their official career are confirmed as Deputy-Superintendents in the vacancies of Assistant Superintendents as a temporary measure, but the question with Government is not this. I believe that the different Provincial Governments have taken a strong attitude in the matter because they are unwilling to concede to a principle which is likely to disturb the relative ratio of Indians and Europeans in the Imperial Service and I do not think that they are likely to yield to our request unless you are prepared to make a determined effort to see your resolution carried out in practice.

(Resolution No. XIX.)



APPENDIX E.

MR. PRESIDENT, BROTHER DELEGATES AND FRIENDS—

The object of my Resolution is patent to every one and I need not detain you long in discussing it. The object, briefly speaking, is two-fold. Firstly, we do not want that the promotions which are legitimately due to us and which we earn by hard and honest labour should be given away to outsiders and, secondly, I mean to remind every one that the recruitment of outsiders cannot increase the efficiency of the Force.

Gentlemen, I think I shall not be wrong if I say that the number of promotions open to Sub-Inspectors under the present arrangement is only 10 per cent. or in other words 90 per cent. of Officers have to end their career in the rank of Sub-Inspectors, not because none of them are fit for promotion but because the cadre is so constituted that there is no vacancy open to them. Moreover, our experience in Bengal is that there are now very few retirements and consequently very few vacancies in the higher ranks and again in the present financial position of the Governments new appointments of Inspectors are created only occasionally so that the avenue of promotion by this method is also practically closed. In the case of Imperial services it is one of the recognised principles of service, the violation of which is not allowed under any circumstances whatsoever, that the number of junior and senior appointments should bear a fixed ratio, so that each of the former class of Officers may receive promotion in the senior rank and that within a fixed number of years. While the authorities have been so very solicitous about the interest of Higher Officials it is an irony of fate that we have to point out to them that the scanty chances open to Sub-Inspectors should not be taken away by the importation of outsiders. Every appointment of an outsider is thus a cruelty to each of the Sub-Inspectors deserving the promotion.

Next, I do not think, and I hope you will agree with me, that the appointment of outsiders as Inspectors is necessary and serves any useful purpose. An outsider takes a long number of years to learn work and even after he learns it he cannot be more useful than a promoted Sub-Inspector who has acquired mastery over all details of the work. My argument has gained force by the fact that now-a-days well-educated young men enter the force as Sub-Inspectors and whatever justification there might be in the past to appoint outsiders as Inspectors, it exists no longer.

I trust my Resolution will be heartily accepted.

(Resolution No. XXI).

APPENDIX F.

MR. PRESIDENT AND BROTHER DELEGATES,—This Resolution is of vital importance to Deputy Superintendents and to such of the Superintendents as have been promoted from the rank of Deputy Superintendents. Only recently the reply given by the U. P. Govt. to a question in the Legislative Council indicated that Deputy Superintendents promoted to the rank of Supdt. would be placed in the Provincial Service. My Resolution asks for the restoration of the status which was intended for us by the Indian Police Commission of 1902 and which was further guaranteed to us by the Govt. of India in their Resolution of the 21st March 1905. It is needless for me to detain you for an exhaustive review of the Statutes and State Declarations removing all disabilities which excluded Indians from high posts in Public Service. Suffice it to say that most of the assurances contained in such Statutes and Declarations were due to the conscience and the solicitude of the English people rather than to any political agitation or demand on the part of Indians.

The present system of police administration in India is chiefly the product of Act V. 1861, which entrusts the duties of supervision and control to officers known as Inspectors-General, Deputy Inspectors-General, Assistant Inspectors-General, Superintendents and Assistant Superintendents. There was no statutory provision to reserve these posts for the members of any particular community but in practice almost all these posts were held by Europeans though in some very rare and exceptional cases Indians were appointed as Assistant Superintendents and Superintendents.

The division of services into Imperial and Provincial was introduced on the recommendation of the Public Service Commission of 1886 which was appointed to do full justice to the claims of Indians to higher and more extensive employment in the Public Service. The distinction in the two services Imperial and Provincial was apparently based on the place of recruitment and not necessarily on the qualifications of the candidates and was severely criticised by Indian publicists. Mr. Dadabhai Naorji characterised the Provincial Service as *pariah service*. After this system had been tried for 25 years Mr. Gokhale when supporting the resolution of Mr. Subbarao Pontulu in 1911 in the Indian Legislative Council for the appointment of another Public Service Commission pointed out that the division of the services into Imperial and Provincial had the unfortunate effect of putting Indians back. He urged for the abolition of the division and said that unless this was done the matter should be brought before the Council again and again. Mr. Gokhale is dead but the division is there.

In 1901 Lord Curzon's Government appointed the Indian Police Commission. One of the terms of its reference was to report whether the career at the time offered to Indians was sufficiently attractive to induce the proper stamp of men to enter the Police. As all the posts in the superior service were then recruited for in England and Indians were not eligible for them the commission recommended that the number of Assistant Superintendents should be supplemented by a class of Deputy Superintendents in a Provincial Service who should have the same departmental status as Assistants. The Commission was clearly of opinion that it was not only desirable but incumbent on Government to employ selected Deputy Superintendents to the charge of districts to the utmost extent possible without seriously impairing the efficiency of the service. The Maharaja of Darbhanga, a member of the Commission while congratulating his colleagues on the liberality of their views could not conceal his fears. He apprehended that the Provincial Service if created exclusively for Indians would eventually be regarded as inferior. He observed "To create a separate grade for Indians would not adequately secure the twofold object we have in view, viz., to bring police administration in touch with the people and to secure a class of self-relying and capable police officers. Deputy Superintendents of Police marked off by their nomenclature and by their method of employment from the other officers of the higher police service will fail to bring their full influence to bear on police administration and also I am afraid be slow to acquire those virtues of self-reliance and promptitude so essential to an officer holding charge of the district.....But I do not approve of difference in designation or class.

The other members of the Commission thought that the Maharaja's fears were unfounded for they pointed out "As regards the designation or class to which the Maharaja seems to attach much importance, the Commission have already recommended that Deputy Superintendents should have precisely the same departmental status as Assistants. At the same time the Commission do not attach much importance to a name." The Government of India in their resolution of the 21st March 1905, gave a similar assurance and fixed almost the same pay for Deputy Superintendents as it obtained in the case of Assistant Superintendents. The recruitment in England was restricted to Europeans and that in India to Indians but both these classes of officers were to enjoy the same departmental status and were to get almost the same pay.

The post of Deputy Superintendent was created in 1906 but the rules framed in respect of uniform which these officers were to wear and the travelling and daily allowances they were to get and in respect of the priority of Assistants to holding district charges had the effect of lowering the status of Deputy Superintendents who soon realised that the equality of status guaranteed to them existed more in theory than in

practice. The fears of the Maharaja of Darbhanga turned out to be real and Deputy Superintendents came to occupy a position inferior to that of Assistant Superintendents.

Yet true to their salt Deputy Superintendents worked hard and loyally. Year after year their services were appreciated by the local Govts. under which they served. A fairly large number of them were tried in district charges during the last war and they kept up the high standard of efficiency in police administration.

In 1913 the Royal Commission on Public Services in India was appointed to report on among other matters, the conditions of service and salary and the working of the existing system of division of services into Imperial and Provincial. In every province Deputy Superintendents claimed perfect equality with Assistant Superintendents. The European officers who gave evidence before the Commission spoke of the excellent work done by Deputy Superintendents and of the absence of any difference in the nature of duties with which these officers and Assistant Superintendents were entrusted. They were, however, cautious in recommending the employment of Indians as Superintendents on an extensive scale.

The majority of the Commission were in favour of the division of police service into Imperial and Provincial but Sir Abdur Rahim did not sign the majority report and drew up his own minute in which he expressed himself thus on the question of the promotion and status of Deputy Superintendents:—

"The next question is how should the officers recruited in India be treated in the matter of promotion to higher appointments and what should be their official status. The question has been answered in its general aspects in the report. My finding is that the evidence is clear and unanimous to show that these officers are recruited for the purpose of discharging the same duties as the recruits from England, i.e., mainly to supervise and control the work of the investigating staff, under the guidance of the Superintendents of Police. There is hardly another department of the Indian Government whose work is subjected to such constant criticisms as the police and it was in accordance with one of the main recommendations of the Police Commission of 1902 which last reported on the subject, that a superior police service should be formed, to be locally recruited in India, that the Provincial Police Service was founded. It was contemplated that these officers were to have the same departmental status" to use their own words "as Assistant", i.e., the recruits from England, and were to supply the additional number of Assistants required. The duties of both classes of officers were to be identical, namely, to help the Superintendents "in the discharge of the duties of control and supervision and to relieve them of office work." They were to be drawn from the same class of men as the members of the Provincial Civil Service, and it was hoped that the employment in this sphere of work of educated Indians would secure much beneficial result. This was a new experiment and hence the Police Commission, as far as the question of the promotion of this class of officers to higher appointments was concerned, satisfied themselves from the experience gained of similar officers in the Provincial Civil Service, with expressing their belief in the probability that the selected officers among that class might prove fully qualified for the charge of the police of a district."

"The evidence shows without a doubt that the Provincial Police Officers have proved a valuable asset to the force and their efficiency has not been questioned in any province. It has also to be borne in mind that they have displayed great courage and devotion to duty in unravelling the anarchists' plots. Whatever other valuable qualities an European policeman may possess, he is naturally handicapped by insurmountable difficulties in the detection of crime and in supervising the work of the investigating staff. It will be in my opinion nothing but a sheer set back to reforms in the police administration if the class of educated young Indians who were attracted to this service by the encouraging terms of the Police Commission's report should be told that though engaged in the same class of duties as the officers recruited in England they were not to have substantial chances of promotion and must be satisfied with a lower status. There are distinct signs of disappointment in the Provincial Force and some of the young recruits have already left it."

Sir Abdur Rahim was more explicit in that part of his report which dealt with the general question of the division of services into Imperial and Provincial. Referring to the Police and the Survey of India he remarked "In these services, therefore I have agreed with the majority that a proportion of higher appointments should be reserved for officers appointed in England and a proportion for officers recruited in India. Subject to that there will still be an advantage in placing all officers on one common list, and making no differentiation in the official designations of those engaged in the same duties. It will serve to remove all doubts about the official status of Provincial Service Officers, and alleviate to a great extent, the feeling of unequal treatment. A strong appeal was made to us by the Provincial Police Officers on this subject, its justice cannot be doubted and it has been difficult to understand why it should have been refused by the majority." In making these long quotations from Sir Abdur Rahim's minute of dissent I have counted on your indulgence. My reason for doing so is to show what a responsible judicial officer accustomed to critical and searching examination of questions coming under his review had to say on this important matter.

The majority report of this Commission when published in 1917 evoked a strong agitation in the country and in August that year a most momentous announcement was made in the House of Commons. It declared that the policy of His Majesty's Government was that of the increasing association of Indians in every branch of administration. This announcement was followed by an enquiry by the present Secretary of State for India and the late Governor-General of India. Their joint report when published in 1918 was with a few exceptions received with grateful acknowledgments throughout the whole of British India. The authors of this report observed that the announcement of August 1917 marked the end of one epoch and the beginning of a new one. Their first and foremost recommendation was the removal of all racial distinctions in making appointments to all branches of the Public Service, distinctions which per-eminently influenced the proposal of the Indian Police Commission for the creation of the post of Deputy Superintendent in a Provincial Service and which induced the majority of the Public Service Commission to retain the Division of Police Service into Imperial and Provincial.

These authoritative pronouncements have completely altered the situation and the view from which the future of Deputy Superintendents should be looked at. The considerations which led to the formation and the retention of a separate service for Indians do no longer exist. Rules have now been framed for the direct recruitment of Indians to the Indian (Imperial) Police and the qualifications required of candidates for this service are practically the same as were required of Deputy Superintendents in 1906. Had it been possible for the Indian Police Commission and the Public Services Commission to anticipate the announcement of August 1917 and the rules which have recently been made for the recruitment of Indians to the Indian (Imperial) Police the post of Deputy Superintendent would not have been created or retained. It is an anomaly to recruit men of the same qualifications and training to two different branches of police service, one distinctly superior and the other distinctly inferior and to tell them that they will have the same departmental status and will have to perform the same duties of supervision and control.

The humiliation of Deputy Superintendents becomes more apparent when we think of the pay which has recently been sanctioned for them. When in the United Provinces—I have not been able to collect figures for other Provinces—an Inspector starts with Rs. 180 per mensem, a Teshildar with Rs. 190, a Deputy Superintendent with Rs. 200, a Deputy Collector with Rs. 250 and an Assistant Superintendent with Rs. 325, it is difficult to imagine that men with qualities of courage, leadership, decision, fixity of purpose, detached judgment, and integrity will ever think of joining the police department as Deputy Superintendents. By virtue of his prospects the status of a Deputy Superintendent will be slightly superior to that of an Inspector and a Teshildar but will be distinctly inferior to that of a Deputy Collector and Assistant Superintendent.

The only remedy against this glaring inequality of the status of Deputy Superintendents and Assistants is to wipe out all distinctions in the two services and thereby to rid Deputy Superintendents of the unnecessary irritation to which they are at present subject. I have very great confidence in British justice and statemanship and I have no doubt that our claim which is founded on highest justice and which has the support of our distinguished countrymen like Mr. Dadabhai Naoroji, Maharaja of Darbhanga, Mr. Gokhale, and Sir Abdur Rahim—I have selected only a few of the most important names—will receive a very sympathetic and generous consideration at the hands of the Government of India.

I am aware of the difficulties, principally financial, which will confront the Government in acceding to our prayer but these difficulties should be overcome when the questions of self-respect and justice are involved. The principle of the predominance of British element in the superior police service will not be disturbed if our prayer is granted. At the time the Public Services Commission wrote their report there were 671 posts in the Imperial Service. Of these 358 were higher appointments, that is, of Superintendents of Police and upwards. Only 10 of these posts were held by officers recruited in India. There were 255 posts in the Provincial Service and they were held by officers recruited in India. Thus if both the services are amalgamated the proportion of officers recruited in India to that of officers recruited in England will be 286: 714. There will still be much scope left for further recruitment in India to superior service.

With these remarks, brother delegates, I put this resolution before you and I trust that you will give it your unanimous support.

(Resolution No. XXII).

APPENDIX G.

GENTLEMEN! You have already discussed many resolutions affecting our service and have given your verdict on them. Your attention has just now been drawn to the system of inflicting major punishment to members of the different ranks of the service. You have seen the iniquities done to us in this matter, ending in some cases with our dismissal and suspension. When you have heartily supported this resolution, I can not refrain from moving this resolution, as I think, it also forms part of the former resolution. You all know that we have Confidential Report Books of the members of the service and it is not an uncommon feature as in all departments of the Government such confidential Report Books are kept. But my intention to move this resolution is due to the fact that in most cases the remarks are made by officers who cannot but have idiosyncrasis of their own or they may form wrong notions about them. In our department where there are enough loopholes to find fault with members of the force, this system is prevalent in a greater degree with more pernicious effects. I can, without disguising real facts assert, that this system of making Confidential Remarks has told heavily on members of the Subordinate Force with regard to their promotion. To make a strong bad remark in the Confidential Book means that he is invariably to lose his chance promotion. According to the strict letter of our departmental rules remarks are to be made known to officers against whom they are made but they are conspicuous more in their breaches than in their observance otherwise why should it work out such ruins to members of the Subordinate ranks from year to year. The members of the Provincial and Imperial Police services are also not free from this but in the case of Imperial Police officers, I can assure you that, in their case, we do not practically find any action being taken on the Report of the confidential Book. Speaking of Bengal, so far as I remember, we do not know if any action has been taken within 10 years on a report from such Confidential Book. In the case of Provincial Police service officers no very great action is taken so frequently as in the Subordinate service members. Why is this inequality? Does this mean that those who are in higher ladders of service are immune from all faults and it is only these Subordinate Officers who are tainted. This disparity is indeed deplorable and needs a speedy solution. My point is that let the system exist but the present system of making reports without allowing him to offer any explanation to explain his conduct is bad. There may be some initial mistake or the report may be a false one, which might not have crept in the Confidential Report Book if the defaulting Officer was allowed to vindicate himself; moreover if his attention is drawn to his faults, he might take it to heart and try his best to rectify them. And thus a great opportunity may be given to him to improve himself which if carried in practice might further help the work. It cannot be denied that when any unfavourable report is made against any officer and he gets any scent of it the same sympathy between a superior and his subordinates cannot but be lesser than as it is expected to be and thus efficiency of the service might suffer. Lastly this system of causing one's injury in the dark is against all sense of justice and fairness. Let there be a more rational system of free inter-change between a superior and his subordinate of the defects and faults of the latter and let him judge after his subordinate submits an explanation on his being supplied with a copy of the remark. More-over as I have said before when in a case like this a superior can not avoid being influenced by personal considerations, the officer should be given a right of appeal and his case should not be judged by him alone. It should be tested by another who is expected to be above such touch. This is more humane and just and this is what is desirable between a superior and his subordinates. It is more easy to do injury to one than to do good to him. I therefore submit that the present system of making remarks in Confidential Report book is iniquitous and it is necessary that before any remark in the confidential Report Book is made, the defaulting officer should in all cases be informed of that, and he should be allowed an opportunity to offer an explanation.

GENTLEMAN! This is a matter of no light importance and it should be seriously considered, and then your decision is to be arrived at. I have given you some idea how the system affects us. I now rely on your honour and confidence.

(Resolution No. XXX).

APPENDIX H.

MR. PRESIDENT AND GENTLEMEN :—

GENTLEMEN, Believe me that I fully realize the responsibility that rests upon me in moving such an important resolution. It proposes to do away with, as if by a stroke of the pen that extensive and costly organization which the Government of Bengal have set up for the control of river crime in some portions of the province, no doubt, after a very careful and prolonged deliberation. I also know that the river police system is said to have the support of an influential section of the commercial community. I also fully realize that the control of river crime is an important and difficult problem and must be made the subject of patient and careful examination when realizing fully the difficulty of the task I have taken upon myself. My justification for taking this stand is that you are all men with varied experience with intimate and personal knowledge of identical or similar questions arising in your own provinces and that therefore this Conference affords the most unique opportunity of getting an authoritative pronouncement on the subject. The commercial community do not realize what amount of expenditure is spent upon the maintenance of the department, the public are not expected to be cognizant of the details of the internal arrangement while the superior authorities are indifferent to the contentment and comfort of the officers and men forming the service. In fact, the river police system is a strange arrangement and the general public and superior authorities beyond realizing that all is not well with it have not yet applied themselves seriously to the task of remedying the defects.

As I have stated above the river police system is a peculiar arrangement in force only in certain portions in Bengal. I admit that Bengal is a riverine province but then the system is not in force in the whole of Bengal but only in the Eastern Bengal districts. The important river districts like the 24-Parganas or Khulna do not come within the arrangement nor is the system in force in any other province. There is the Punjab with its important river system and there is the United Provinces and Bihar which are the homes of almost all the river criminals. But the authorities of those provinces have not thought it necessary to start similar organizations in their provinces and I understand that the members of a system existing in the United Provinces has been abolished. My first proposition therefore is that a separate river police department is not an essential part of the police arrangement of a province. The necessity of controlling this form of crime is admitted but the question is, is it humanely possible to maintain a police force which can be expected to wipe off all crimes from the face of the globe. There are limitations of human capacity and there is the important consideration of finance. So long Government is in a position to maintain a force with proper arrangements for the comfort and safety of its members we cannot grumble against the system, but when you expect us to do things for which you are not prepared to spend adequately, you are bound to court failure.

What, gentlemen, are the aims and objects of the River Police system. Briefly they are to maintain a chain of river police stations and patrol posts throughout the whole of the navigable waterways in East Bengal and by frequent patrol of these waterways and hunting down criminals to make their profession hazardous, if not impossible. Those of you who are familiar with the mighty rivers in Eastern Bengal, the Ganges, the Padma, the Meghna, the Brahmaputra, know fully well the difficulty of patrolling these waters. The big steamers of the India General Steam Navigation and Railway Companies dare not move through them during storms and fogs and strong currents and it is expected that the tiny vessels of the River Police department should force them in their chase after criminals who move about in small country-boats with wonderful rapidity in all weathers. From one shore of these rivers the other shore is invisible and therefore criminals are practically immune from the police vigilance and unless you can supply the department with an innumerable number of big vessels with suitable search lights and arrangement for anchorage, the task is something like wild goose chase. There have been occasions of sinking of river police vessels and there are frequent occasions when the lives of the officers serving in it have been in great peril and it is impossible to expect good results under such circumstances.

Next, I should refer to the domestic arrangements of river police officers and men. In the police department, every one of us, is entitled to free accommodation. But in the case of the River Police this accommodation consists for Sub-Inspectors a portion of the upper deck of a small vessel. This is called his family quarters and the officer is expected to live in them with his wife and children in all seasons and weather. The rooms are extremely small with no space on the deck to move about and they are extremely hot in summer and unworthy to live in during the rains and winter. The Assistant Sub-Inspectors have not got even this semblance of family quarters. The Inspectors' floating quarters were certainly never meant for Indian officers, or European officers either. The result is that most of the officers are obliged to live without their family and even if they lived with family there would be no arrangements available for medical aid or education of children and social amenities are things unknown. It might be argued that it might be arranged that the turns of service in the river police should extend to short periods, but the fact that no suitable system has hitherto been devised proves the difficulty of such arrangement.

Next, with regard to the duties, as explained above they consist exclusively of patrol work. The river police is denied the power of investigation, that is, that while, it is required to do the risky part of the work the investigation is done by other branches of the service. This is not merely a sentimental grievance which can be ignored but it is a genuine grievance as it deprives an officer of the opportunities of learning the higher duties of service, it lowers them in their own estimation and in the estimation of his fellow brothers and the public, and the duties are uncongenial and monotonous and there is no incentive to good work.

My grounds for moving the resolution are, first, that the service is unpopular with officers and men, secondly that the result achieved in the past does not justify its retention in its present shape and thirdly that no real improvement either in contentment or efficiency is possible without a huge expenditure which is impossible. I therefore beg to move that this system be abolished and that the question be considered by Government what increase of staff or equipment in the district police will be necessary owing to this abolition.

(Resolution No. LIV).

APPENDIX I.

GENTLEMEN, you all know that one of the main aims and object of our different Provincial Associations and of the Central Committee to which they are affiliated is to establish a bond of common ideas, thoughts and aspirations among the different ranks and different provinces. Forsaking our individual opinions and prejudices, personal likes and dislikes we have surrendered ourselves to the decision of the majority of this Conference, so that whatever may be wrong in our individual discretion and judgment may be corrected and whatever may be good in our individual opinion may be accepted. We have discussed at this conference the various problems affecting the different ranks of our service, pointing out the glaring inequalities in different provinces and have decided as a representative body how they should be removed. We have thus settled what should be the uniform pay and prospect of the different ranks of the several provinces with local allowances varying according to local conditions. We have raised our universal protest against those systems which prejudicially affect us. Now when all these steps have been taken to safeguard our interests and to harmonise them throughout British India, I think the object of my resolution is patent to every one and in fact it is a necessary corollary to our deliberations in the present sessions.

Our able President, from his own ripe experience in the service, has pointed out the desirability of the Police Act V of 1861 being thoroughly revised. He has rightly said that the Act is antiquated and it can by no means satisfy the growing needs of the service; moreover there are many clauses in the Act which must be modified e.g. sec. 7 of the Act, relating to appointment, dismissal, etc., of inferior officers as some of my friends have rightly pointed out that important measures like dismissal or suspension or punishment like confinement to quarters should not be lightly undertaken. My friends have amply shown the injustice of the system and I need not reiterate them. There are many other provisions in the Act which ought to be changed and I should not enter into any detailed discussion on them as my object at the present stage is not to suggest any detailed line of amendment but to point out to you the need of such an amendment. The subject is one of very great and far reaching importance and the very relationship of the Police and Magistracy is likely to undergo considerable change at no distant date owing to the growing popular demand for the separation of the judicial and executive functions. I do not know whether it is proper for me to raise these intricate issues but I do claim both as an Indian and as a member of the service which is vitally interested in such questions that the Police Service should have a decided voice in framing the outlines of the policy.

But what is our immediate position in respect of this question? There is first the Indian Police Act of 1861 and then there are different Acts for Madras and Bombay and another set of Acts for the presidency towns. The result is that the police of different provinces are governed by different acts and rules and this hampers common and joint action.

The question of the revision of the Police Act engaged the attention of the Police Commission of 1902-1903 and they recommended a single Police Act for all provinces but their suggestion as to the manner in which it should be changed will not apply now. Their suggestions were mainly towards vesting district officers with increased powers of punishment at the sacrifice of the contentment of the force but what we want is greater self-respect and a greater scope of freedom of action without placing ourselves entirely at the mercy of those who might have formed individual likes and dislikes. The whole question should be carefully examined by a committee of official and non-official members with representatives of the provincial and subordinate police services included in it. This Act should embrace all general questions relating to our service with due provision for local variations and nature of services of different ranks. It should be one which can be looked to as a guide in the daily relations of the members of all the ranks and nothing should be left to discretion or occasional act of concession or charity by departmental heads. The absence of any provision for rewards or for compensations to those who suffer by loss of lives in the execution of their duty, is a striking example that this antiquated Act can no longer be suited to present conditions of the service. This is a matter of vital importance to us and should not be treated as acts of grace. I hope when I put this resolution before you you will find out some means how this can be done.

Next, I come upon the question of amalgamating the Police Manuals of the different provinces. Our President has dealt with this matter and has suggested the proper and the only remedy possible on the subject. There is no denying the fact that though we are so many units of the same department located in several places, the basic principle, of the administration of our department must be the same, and these principles should be assimilated under well-defined heads so that they may be uniformly followed in practice in the several provinces. Of course in matters of details there should be difference according to local conditions but that should not stand in the way of unifying the general principles. If this was done not only the work will be facilitated but co-operation between the different provinces would be more easy. The Manuals of different provinces are now so much over-burdened with details that necessarily more time is spent in attending to the numerous instructions and submitting reports and returns than in real Police work. Not only this, the

correction slips are issued so frequently that it is impossible for any officer to follow and to remember them. The present Police Manuals are unwieldy masses very often confusing and misleading and they have left no scope of originality even in un-important matters. The result has been that they foster efficiency in details at the sacrifice of efficiency in general work. This cannot be the intention of the framers of them but the result has been such in practice. In fact the system of any and every authority being authorized to suggest amendment to rule and induce their respective departmental authorities has led to this confusion and if the matter is made an all-India one this tendency will receive a check.

When we have decided to be uniformly treated, I think it is quite necessary that we should, so far as possible, follow general principles of rules in our works. We should invite the attention of our respective authorities to this matter and urge that a thorough revision be made of the different manuals in the several provinces with a view to bringing them under some general and well-defined heads. I trust you will support me.

(Resolution No. LX).

APPENDIX.

List of representatives of different Provinces.

UNITED PROVINCES REPRESENTATIVES.

Serial No.	Names.	Designation.
1	Mr. A. H. Kidwai	Dy. Superintendent.
2	" Indra Bittman Singh	do.
3	" Rai Santokh Singh Bahadur	do.
4	" E. M. Phillips	Inspector.
5	" Pandit Rajgopal	do.
6	" Onkar Nath	do.
7	Md. Abdul Hafiz Khan	do.
8	Sardar Hari Singh	do.
9	Mr. H. J. M. Clarke	do.
10	Md. Tahawar Hossain	do.
11	Mr. Chetram Singh	do.
12	" Ekram Hossain	do.
13	" Hakim Chand	do.
14	" L. E. Farrant	do.
15	" Safiquel Hossain	do.
16	" Tahural Hossain	do.
17	" Hriday Narain	do.
18	" Safdar Hossain	do.
19	" Binda Prasad	do.
20	" Kailash Chandra	do.
21	" Anwar Ali	do.
22	Pandit Gopal Ram Sukla	do.
23	Mr. Jadu Narain Chobey	do.
24	" W. H. Anciel	do.
25	" Lala Sarju Prasad	do.
26	" Ahmad Saifque	Sub Inspector.
27	" Asad Hossain	do.
28	Md. Ali Mirza	do.
29	Mr. Amir Ahmed Khan	do.
30	Md. Isar Hossain	do.
31	" Rafiaquatullah	do.
32	Mr. B. Bahadur Singh	do.
33	" S. K. Ghose	do.
34	Mr. Sardar Hossain	do.
35	" Maswar diwar Khan	do.
36	" Bankat Behari Lal	do.
37	" Azimal Haque	do.
38	" S. Mula Singh	do.
39	" Fazlal Haque	do.
40	" Basusur Rahaman	do.
41	" Ashadali Khan	do.
42	" Mosharaf Ali Khan	do.
43	" Dewan Chand	do.
44	" Shohan Singh	do.
45	" Golam Akbar Khan	do.
46	" Baiznath Singh	do.
47	" Suraj Prasad	do.
48	" Ram Kishan	do.
49	" Hetram	do.
50	" G. R. Bur	do.
51	" S. Hari Singh	do.
52	" Kishori Lal Raina	do.
53	" Ram Jatan Tewari	do.
54	Md. Saifque	do.
55	" Mirza Shaikh Md. Khan	do.
56	Mr. Hriday Narayan	do.
57	" M. S. Najirul Hossain	do.
58	" Sardar Sundar Singh	do.
59	Mr. Belwat Singh	do.
60	" Abdul Wali	do.

Serial No.	Names.	Designation.
61	M. Saijuddin ...	Head-constable.
62	M. Jan Bahadur Ashmat Shah Safi ...	do.
63	Md. Abdul Latif ...	do.
64	" Asique ...	do.
65	M. Abdul Ghani ...	do.
66	M. Abedali ...	do.
67	M. Safiulla ...	do.
68	M. Mustafa Khan ...	do.
69	Mr. Ram Prasad ...	do.
70	M. Ekram Ali ...	do.
71	Mr. Ananda Lal Singh ...	do.
72	Md. Nazir Ahmed ...	do.
73	M. Safiulla ...	do.
74	M. Md. Safi ...	Constable.
75	Omraw Singh ...	do.
76	M. Kolaj Khan ...	do.
77	M. Rashid Ahmed ...	do.
78	M. Ekramulla Khan ...	do.
79	M. Abdul Hamid ...	do.
80	M. Wasarat Ali ...	do.
81	M. Ershad Hossain ...	do.
82	M. Mohein Hossain ...	do.
83	Ram Avatar Prasad ...	do.
84	M. Hossain ...	do.
85	M. Md. Jan ...	do.
86	M. Md. Amiruddin ...	do.

BEHAR AND ORISSA REPRESENTATIVES.

1	Babu Bidyananda ...	Dy. Supdt. of Police.
2	Rai Shahib Madho Charan Lal ...	do.
3	" Ranjit Kumar Banerjee ...	do.
4	Md. Ashan Kully ...	do.
5	Babu Jagabandhu Bhoumik ...	Inspector.
6	" Bisweswar Prasad ...	do.
7	" B. K. Bose ...	do.
8	" Bhagabati Charan ...	do.
9	" Kailash Pati Sahaya ...	do.
10	" Kameswar Dayal ...	do.
11	" Annada Charan Mitra ...	do.
12	" Harihar prasad Misri ...	do.
13	" Moheswar Prasad Barman ...	do.
14	Mr. A. C. Hill ...	do.
15	" C. H. Macniel ...	do.
16	Md. Anwar Ali ...	do.
17	Mr. Md. Moslem ...	do.
18	" Zahural Haque ...	Sub Inspector.
19	" Kasimuddin Ahmed ...	do.
20	" Ram Nihora Ojha ...	do.
21	" Triloki Prasad Tewary ...	do.
22	" Santosh Kumar Sanyal ...	do.
23	" T. N. Panday ...	do.
24	" Nagendra Nath Mukerjee ...	do.
25	" Kishori Prasad ...	do.
26	" Baikuntha Prasad Ray ...	do.
27	" Pandit Ram Janam Tewary ...	do.
28	" Jang Bahadur Lal ...	do.
29	" Jatadhar Prasad ...	do.
30	" Jang Bahadur Lal II ...	do.
31	" Biswa Nath Sahaya ...	do.
32	" Bijanath Sahaya ...	do.
33	" Ram Sarat Singh ...	do.
34	" Mono Ranjan Ray ...	do.
35	" Phanindra Nath Bose ...	do.
36	Mr. Eusaff Jan Khan ...	do.
37	Syed Md. Reza ...	do.
38	M. Mazar Hossain ...	do.
39	M. R. Q. M. Soffi ...	do.
40	Mr. A. K. Mallik ...	do.
41	Thakur Abhilash Sing ...	A. S. I.
42	M. Badaruddin Hossain ...	H. C.
43	M. Abdul Hakim Khan ...	do.

Serial No.	Names.	Designation.
44	Mr. Jadu Ram ...	H. C.
45	" Ram Kishen Singh ...	Constable.
46	M. Altap Khan ...	do.

CENTRAL PROVINCES REPRESENTATIVES.

1	Rana Loke Shamser Jang Bahadur ...	Dy. S. Police.
2	Mr. J. K. James ...	Dy. S. Police.
3	Md. Mustafa Khan ...	Inspector of Police.
4	Md. Hussamuddin ...	do.
5	Md. Adil ...	do.
6	Md. Khurshed Ali ...	do.
7	Mr. R. C. Surma ...	do.
8	" Bholanath Kaula ...	do.
9	" G. P. Awasthi ...	do.
10	Brij Mohan Nath Hukku ...	do.
11	Sayed Ahamad Ali ...	do.
12	Mr. Baij Nath Kaula ...	do.
13	" K. N. Dobey ...	do.
14	Babu Kanai Lal ...	do.
15	" Gopal Singh ...	do.
16	Md. Faridaddin ...	do.
17	Mr. Narain Prasad ...	do.
18	M. Fakheruddin Khan ...	Sub-Inspector of Police.
19	Mr. Anandi Lal Misra ...	do.
20	" N. Bose ...	do.
21	" R. N. Rudra ...	do.
22	Harnam Singh ...	Head Constable.
23	Kalu Ram ...	do.
24	Mohamed Siraj ...	do.
25	Mohamed Irfan ...	Constable.
26	Sukhnandan Prasad ...	do.

RAJPUTANA REPRESENTATIVES.

1	Sardar Pratap Singh ...	Inspector.
2	K. Fateh Singh ...	do.
3	Syed Abdul Jabbar ...	do.
4	Sohan Lal ...	Head Constable.

PUNJAB REPRESENTATIVES.

1	Rai Saheb Lala Bhagoban Dass ...	Dy. S. Police.
2	Lala Jagarnath ...	Inspector.
3	Pandit Jowan Lal ...	do.
4	Mr. G. W. Thomas ...	do.
5	Sahebzada Nasiruddin Ahamed ...	Sub-Inspector.

MADRAS REPRESENTATIVES.

1	Mr. C. Shiva Prakaham ...	Sub-Inspector.
2	Mr. B. Kalahastli ...	do.
3	Mr. R. S. Viswanath Ayer ...	do.
4	Mr. S. C. Sarma ...	do.
5	Mr. S. G. Annaji Rao ...	do.
6	M. Abdul Karim Saheb ...	Head Constable.
7	M. Sayed Abdul Rahim ...	do.
8	Mr. Masilmoni Moudlayer ...	do.

CENTRAL INDIA REPRESENTATIVES.

1	M. Samiruddin ...	Inspector.
2	M. Syed Md. Farruque ...	Sub-Inspector.
3	M. Md. Zakoria ...	Head Constable.
4	M. Md. Sayed ...	Constable.

BOMBAY & SINDH REPRESENTATIVES.

1	Mr. H. R. Kothawala, M.V.O., M.B.E. ...	Dy. S. P.
2	" Narain Das ...	do.

ASSAM REPRESENTATIVES.

Serial No.	Names.	Designation.
1	Mr. M. M. Sadir	Dy. S. P.
2	" Bhuban Mohon Ganguly	do.
3	" Sarat Chandra Mazumder	Inspector.
4	" Girija Kanta Ghose	do.
5	" Probodh Chandra Palit	do.
6	" Lambeswar Das	Sub Inspector.
7	" Tamijulla	do.
8	" Bholanath Bhattacharjee	A. S. I.

BENGAL REPRESENTATIVES.

1	Mr. S. N. Banerjee	Dy. Supdt. of Police.
2	" H. K. Gupta	do.
3	" R. N. Banerjee	do.
4	" J. N. Roy	do.
5	" B. B. Gupta	do.
6	" H. Rahaman	do.
7	" B. C. Das Gupta	do.
8	" A. Khaleque	do.
9	" N. C. Sen	do.
10	" A. Rashid	do.
11	" Khan Sahib M. Yusuf	do.
12	" Rai Sahib B. N. Chatterjee	do.
13	" A. K. Banerjee	do.
14	" P. N. Mukherjee	do.
15	" P. N. De	do.
16	" H. N. Dutt	do.
17	" S. C. Ghosh	do.
18	" A. Quadrey	do.
19	" K. M. Ganguly	do.
20	" A. C. Guha	do.
21	Rai Sahib H. C. Bose	do.
22	Mr. A. C. Chakrabarty	do.
23	Rai Sahib B. C. Das	do.
24	Mr. C. C. Mukerjee	do.
25	" Gyanendra nath Ghosh	Inspector of Police.
26	" Haripada Ray	do.
27	" Radhika Charan Chakraburty	do.
28	" Guru Prasanna Mitra	do.
29	" Bhagabati Charan Ghosh	do.
30	" L. W. Littlebay	do.
31	" Satish Chandra Lahiri	do.
32	" Satish Chandra Bhattacharji	do.
33	" Giraja Ranjan Dutta	do.
34	" Anadinath Ghosh	do.
35	" Jagendra nath Makherjee	do.
36	" Annada Charan Banerjee	do.
37	" Akhil Chandra Banerjee	do.
38	" Rai Saheb Braja Behari Barman	do.
39	" Atul Chandra Singh	do.
40	" Pulin Behari Mukherjee	do.
41	" Surendra Kumar Singh	do.
42	" Akshayakumer Sikdar	do.
43	" E. W. Hipwood	do.
44	" E. O'Brien	do.
45	" Sashi Bhusan Bhattacharjee	do.
46	" Babu Md. Naruddin	do.
47	" Seshi Bhusan Sen	do.
48	Rai Sahib Amrita Lal Bhattacharjee	do.
49	Mr. Charu Chandra Sirker	do.
50	" Sashadhar Bose	do.
51	" Sailendra Nath Ray	do.
52	" Monmotha Nath Sen	do.
53	" A. Satter	do.
54	M. Naziruddin Ahamed	do.
55	Mr. Anath Bandhu Chakraborty	do.
56	" Mati Lal Mazumder	do.
57	" Z. Hoosain	do.
58	" R. N. Bose	do.
59	" F. E. Treaner	do.
60	" Sarat Chandra Biswas	do.

Serial No.	Names.	Designation.
61	Mr. R. M. Ghosal	Inspector of Police.
62	" A. K. Chakraborty	do.
63	" Gostha Behari Dutta	do.
64	" Umesh Chandra Ghosal	do.
65	Khan Saheb, Subedar Wali Mohamed Khan M.B.E.	do.
66	Subader, Thakur Gobind Singh	do.
67	" Indu Bhusan Ghosh	do.
68	" Monmatha Nath Mukherjee	do.
69	" Jogendra Ghandra Gupta	do.
70	Mr. Upendra Nath Mukerjee	do.
71	" Bijoy Kumar Sen	do.
72	" Surendra Mohan Sarkar	do.
73	" Buzlar Rahman	do.
74	" Mohammad Sultan	do.
75	" P. K. Bose	do.
76	" K. M. Mukerjee	do.
77	" S. N. Sen	do.
78	" A. L. Ghose	do.
79	" A. L. Sen Gupta	do.
80	" Chandra Shekhor Roy	do.
81	" K. P. Dutta	do.
82	" Upendra Nath Mukerjee	do.
83	" Giriraj Mukerjee	do.
84	" N. N. Mallick	do.
85	" Jatindra Mohan Deb	do.
86	" J. C. Chakraverty	do.
87	" R. N. Bose	do.
88	" T. C. Horan	do.
89	" H. Gould	do.
90	" H. C. Bhar	do.
91	" B. K. Das Gupta	do.
92	" N. K. Chatterjee	do.
93	" M. N. Sen	do.
94	" D. K. Roy	do.
95	Mr. J. N. Sen	Inspector.
96	" S. R. Sett	do.
97	" S. C. Dutta	do.
98	" P. N. De	do.
99	" A. C. Ghosh	do.
100	" Y. A. Khan	do.
101	" R. C. Guha	do.
102	" J. C. Sen	do.
103	" S. C. Acharjee	do.
104	" S. S. Stratton	do.
105	" N. C. Dutta	do.
106	" J. N. Sing	do.
107	" H. L. Mukerjee	do.
108	" P. K. Biswas	do.
109	" R. C. Gomes	Sergeants
110	" C. H. Phileps	do.
111	" J. Paul	do.
112	Md. Mahammad Moslem	Sub-Inspector.
113	Mr. Griendra Kumar Bose	do.
114	" Madhab Ch. Ghose	do.
115	Md. Habibor Rahman	do.
116	Mr. Rakhal Chandra Das Gupta	do.
117	Md. Obadar Rahim	do.
118	" Asmat Ali	do.
119	Mr. Grindra Bhusan Roy	do.
120	" Ananta Lal Saha	do.
121	" Jyotish Chandra Sen	do.
122	" Jotindra Nath Mukerjee	do.
123	" Kalipada Chatterjee	do.
124	" Radhajiban Ghose	do.
125	" Debendra Nath Das Gupta	do.
126	Md. Abdul Sobhan	do.
127	Mr. Juan Saran Chakraverty	do.
128	" E. N. Mukerjee	do.
129	" E. K. Barman	do.
130	Md. Amirul Islam	do.
131	Mr. Jotindra Nath Ghose	do.
132	" Promatha Nath Banerjee	d

Serial No.	Names.	Designation.
133	Mr. Atul Chandra Chatterjee	Sub-Inspector.
134	Md. Kazi Abdus Salem	do.
135	" Kazem Ali	do.
136	" Hamedor Rahman	do.
137	Profulla Kumar Sengupta	do.
138	Promada Charan Dass	do.
139	Shusil Kumar Bose	do.
140	Suresh Chandra Sen	do.
141	Suresh Chandra Chaudhury	do.
142	Bhagabati Charan Sanyal	do.
143	Sasadhar Biswas	do.
144	Jotindra Kumar Mazumdar	do.
145	Surja Narain Ray	do.
146	Rajendra Lal Ray	do.
147	Jitendra Narain Chaudhury	do.
148	Narain Chandra Chatterji	do.
149	Dwijia Das Chandra	do.
150	Mohini Mohan Sanyal	do.
151	Kazi Golam Sorwar	do.
152	Maizuddin Ahmed	do.
153	Syed Ahmed	do.
154	Abdul Gani	do.
155	Md. Yusuf Khan	do.
156	Nural Islam	do.
157	Abdul Aziz	do.
158	Tarapada Singha	do.
159	Ahmed Mian	do.
160	Harendra Nath Mallick	do.
161	Habibar Rahiman	do.
162	M. Sultan Zaman	do.
163	Radha Jibon Ghose	do.
164	Kalipada Chatterjee	do.
165	Debendra Nath Das Gupta II	do.
166	Nagendra Chandra Bose	do.
167	Paresh Chandra Mazumdar	do.
168	Narendra Nath Chatterjee	do.
169	Abani Nath Mukerjee	do.
170	Md. Chand Box	do.
171	Nalin Bhusan Banerjee	do.
172	M. Hedaitulla	do.
173	Panchanan Bhaumik	do.
174	Rajkisto Chaudhury	do.
175	Ahmed Mian	do.
176	T. P. Sing	do.
177	Khitish Chandra Ghosh	do.
178	Adhar Chandra Dalui	do.
179	Kristo Das Pal	do.
180	Harendra Bijoy Bose	do.
181	Nagendra Nath Roy	do.
182	Debaki Mohan Chatterjee	do.
183	Bisweswar Chatterjee	do.
184	Umesh Chandra Roy	do.
185	Sib Chandra Mukerjee	do.
186	Hem Chandra Gupta	do.
187	Mr. Golam Kadar	do.
188	" Nasiruddin Ahmid	do.
189	" Elahi Box	do.
190	" Mozzafar Ali	do.
191	" S. C. Chakraverty	do.
192	" S. N. Bhattacharjee	do.
193	" H. C. Mukerjee	do.
194	" B. N. Kar	do.
195	" Md. A. Hamid	do.
196	" J. C. Ganguly	do.
197	" A. Ghose	do.
198	" Md. J. Korim	do.
199	" Jitten Mitra	do.
200	" Santosh Kumar Chatterjee	do.
201	" Aklakullah Chaudhury	do.
202	" Nirode Chandra Mukerjee	do.
203	" Azizur Rahman	do.
204	" Aftabuddin Ahmed	do.

Serial No.	Names.	Designation.
205	Mr. Md. Yakub	Sub-Inspector.
206	" Jalaluddin Ahmed	do.
207	" Sasanka Mohan Ghose	do.
208	" Bibhuti Bhusan Saha	do.
209	" Bagis Chandra Bhattacharjee	do.
210	" Heramba Chandra Ghose	do.
211	" Hiran Mohon Saha	do.
212	" Monindra Nath Chatterjee	do.
213	" Chinta Haran Sinha	do.
214	" Abinash Chandra Bhadra	do.
215	" Jnanoda Ranjan Roy	do.
216	" Sarat Chandra Chatterjee	do.
217	" Toffazal Ali	do.
218	" Abdul Mannan	do.
219	" Sarafatullah	do.
220	" Ashekuddin Ahmed	do.
221	" Sudhir Kumar Bose	do.
222	" Jitendra Nath Mitra	do.
223	" Khitish Chandra Ghose	do.
224	" T. P. Bhattacharjee	do.
225	" A. N. Mitra	do.
226	" P. M. Chakraverty	do.
227	" J. M. Banerjee	do.
228	" Abdur Rashid	do.
229	" K. N. Bose	do.
230	" A. C. Pal	do.
231	" B. L. Bose	do.
232	" S. K. Munshi	do.
233	" P. C. Ghosal	do.
234	" P. N. Bose	do.
235	" J. C. Das Gupta	do.
236	" S. C. Chakraverty	do.
237	" J. L. Roy Chaudhury	do.
238	" H. C. Ghose	do.
239	" N. N. Bose	do.
240	" P. S. Sen	do.
241	" A. L. Chakarverty	do.
242	" A. M. Mukerjee	do.
243	" A. Khaliq	do.
244	" A. Hossain	do.
245	" K. N. Haque	do.
246	" T. N. Ghattak	do.
247	" J. N. Nandy	do.
248	" Haran Chandra Sen	do.
249	" Abdul Haque	do.
250	" C. C. Chakraverty	do.
251	" Neojali	do.
252	" Abdul Sutter	do.
253	" A. C. Mukerjee	do.
254	" J. N. Dutta	do.
255	" N. B. Bose	do.
256	" J. N. Banerjee	do.
257	" A. C. Bhamik	do.
258	" A. Israil	do.
259	" N. N. Dntta	do.
260	" Ramani Mohon Gupta	do.
261	" Monmohon Banejee	do.
262	" Mr. Sekander Ali	do.
263	" Khagendera Nath Singh	do.
264	" Monindra Nath Das Gupta	do.
265	" Herandra Chandra Ghose	do.
266	" Promatha Nath Ray	do.
267	" Durga Charan Mukherjee	do.
268	" Qalad Hassain	do.
269	" A. Shoni	do.
270	" Harendra Kumar Ghose	do.
271	" Reza	do.
272	" Sanjib Chandra Bagchi	do.
273	" Radha Gobinda Dutta	do.
274	" S. B. Manna	do.
275	" Aparna Kumar Chatterjee	do.
276	" Sailesh Chandra Mitra	do.
277	" Rabindra Nath Ray	do.
278	" Ashatosh Banerjee	do.
279	" Bhabesh Chandra Pal	do.
280	" Mirza Nur Rahman	do.

Serial No.	Names.	Designation.
281	Mr. Nasemddin Ahmad ...	Sub-Inspectors.
282	" Amarendra Nath Chatterjee ...	do.
283	" S. C. Sarkar ...	do.
284	" S. B. Rahman ...	do.
285	" Chinta Haran Nag ...	do.
286	" Bon Behari Bose ...	do.
287	" Tarapada Mallik ...	do.
288	" Annada Charan Dass ...	do.
289	" Moulvi Mohad. Azamulla... ..	do.
290	" Sheikh Syed ...	do.
291	" Bankim Chandra Das Gupta ...	do.
292	" Bazlar Rasid ...	do.
293	" Satya Kinkar Banerjee ...	do.
294	" Arunoday Chakraborty ...	do.
295	" Surendra Kumar Mitra ...	do.
296	" M. Kazi Saijuddin ...	do.
297	" Bipra Dass Chakraborty ...	do.
298	" Sarada Kumar Bhattacharjee ...	do.
299	" Hafizar Rahaman ...	do.
300	" Prandhan Bose ...	do.
301	" Hari Bhushan Banerjee ...	do.
302	" Sashadhar Goswami ...	do.
303	" A. M. Tshering ...	do.
304	" Jatindra Kumar Sen ...	do.
305	" Uday Sashi Mukherjee ...	do.
306	" Basudeb Kaviraj ...	do.
307	" A. Hassain ...	do.
308	" Sukhashasi Sidhanta ...	do.
309	" Kedarnath Chakraborty ...	do.
310	" Monmohan Ray ...	do.
311	" Jnanendra Prosad Mallick ...	do.
312	" Bimalapada Banerjee ...	do.
313	" Sailesh Chandra Bhowmik ...	do.
314	" U. G. Mukerjee ...	do.
315	" M. C. Sarker ...	do.
316	" Maulvi Abdur Rahaman ...	do.
317	" P. C. Dutta ...	do.
318	" Asmatulla Dewan ...	do.
319	" Brojendra Lal Banerjee ...	do.
320	" Gopikrishna Chatterjee ...	do.
321	" Bhubaneswar Mukherjee... ..	do.
322	" Muzaffar Hossain ...	do.
323	" J. N. Sen ...	do.
324	" P. K. Chatterjee ...	do.
325	" Harendra Chandra Mallick ...	do.
326	" Romesh Chandra Chaudhury ...	do.
327	" Satish Chandra Singh ...	do.
328	" Maulvi Abdul Rahaman ...	do.
329	" Debendra Bejoy Roy ...	do.
330	" Madiuddin ...	do.
331	" U. N. Banerjee ...	do.
332	" Kali Pada Thakur ...	do.
333	" Narendra Nath Chatterji ...	do.
334	" Durga Nath Chakravarti ...	do.
335	" Nagendra Nath Ghose ...	do.
336	" Marfadal Hoque ...	do.
337	" Sudhamadhab Pattak ...	do.
338	" Radha Nath Mazumdar ...	do.
339	" Ananta Kumar Shah ...	do.
340	" Girinda Kumar Bose ...	do.
341	" Jamini Kumar Chatterjee ...	do.
342	" Panchanan Bhowmic ...	do.
343	" Rakhal Chandra Gupta ...	do.
344	" Md. Khurshed ...	do.
345	" Radha Jiban Ghosh ...	do.
346	" Susil Kumar Bose ...	do.
347	" Purna Chandra Ghoshal ...	do.
348	" Tarak Nath Ghatak ...	do.
349	" Bidhu Bhushan Dutta ...	do.
350	" Kishori Mohan Sen ...	do.
351	" Thakapada Biswas ...	do.
352	" Kazi Md. Abdul Salem ...	do.
353	" Ram Jatan Singh ...	do.
354	" Upendra Nath Dutta ...	do.
355	" R. C. Guha ...	Asst. Sub-Inspector.
356	" B. C. Majumdar ...	do.

Serial No.	Names.	Designation.
357	Mr. S. K. Lahiri ...	Asst. Sub-Inspector.
358	" T. P. Mukherjee ...	do.
359	" J. K. Ghosal ...	do.
360	" D. C. Bose ...	do.
361	" Nurulla ...	do.
362	" J. C. Das ...	do.
363	" R. J. Singh ...	do.
364	" P. K. Mazumdar ...	do.
365	" A. C. Das ...	do.
366	" P. Singha ...	do.
367	" J. Singh ...	do.
368	" S. C. Ghur ...	do.
369	" T. P. Biswas ...	do.
370	" R. C. Das Gupta ...	do.
371	" B. N. Mazumdar ...	do.
372	" E. Khan ...	Head Constable.
373	" Thakur Prasad ...	Asst. Sub-Inspector.
374	" Md. Khorshed ...	do.
375	" S. C. Ghose ...	do.
376	" N. Das ...	do.
377	" N. C. Ghose ...	do.
378	" J. Kazi ...	do.
379	" N. K. Roy ...	do.
380	" M. Chaudhury ...	do.
381	" B. C. Mukherjee ...	do.
382	" R. N. Sinha ...	do.
383	" R. N. Misra ...	do.
384	" K. C. Sarkar ...	do.
385	" H. L. Chatterjee ...	do.
386	" S. Dutt ...	do.
387	" K. K. Roy ...	do.
388	" Maula Bux ...	H. C.
389	" Osman Khan ...	do.
390	" Chattu Rauth ...	do.
391	" R. Pathak ...	do.
392	" Pashupati Singh ...	do.
393	" Jamuna Sing ...	do.
394	" Mr. Abani Mohan Bose ...	Asst. Sub-Inspector.
395	" Purna Chandra Bose ...	do.
396	" Satish Chandra Bhattacharjee ...	do.
397	" Rasiduddin Ahamid ...	do.
398	" Romesh Chandra Mukherjee ...	do.
399	" Surendra Kumar Banerjee ...	do.
400	" Dwijendra Nath Chatterjee ...	do.
401	" Durga Mohan Dutta ...	do.
402	" Dharendra Nath Banerjee ...	do.
403	" Hrishikesh Mukherjee ...	do.
404	" Modan Mohan Thakur ...	do.
405	" Prasanna Kumar Bose ...	do.
406	" Sashi Bhushan Guha ...	do.
407	" Basanta Kumar Ghosh ...	do.
408	" Jnanendra Nath Dutta ...	do.
409	" Sheopaltan Singh ...	do.
410	" Wakt Hossain ...	do.
411	" Gopal Krishna Gangooly ...	do.
412	" Promode Kishore Sarker ...	do.
413	" Gonopati Banerjee ...	do.
414	" Pratap Chandra Karmaker ...	do.
415	" Munshi Abdul Gofur ...	do.
416	" Ram Swarup Dobe ...	do.
417	" Surja Nath Singh ...	do.
418	" Raghurib Singh ...	do.
419	" Abiruddin ...	do.
420	" Raghunath Singh ...	do.
421	" Bhagabati Pandey ...	do.
422	" Kutub Khan ...	do.
423	" Ramavatar Singh ...	Head Constable
424	" Hojatan Singh ...	do.
425	" Nandalal Singh ...	do.
426	" Keshori Singh ...	do.
427	" Chandra Mahto ...	do.
428	" Banwaropon Singh ...	do.
429	" Kalandar Hossain ...	do.
430	" Jadab Chandra Joarder ...	Asst. Sub-Inspector.
431	" Hari Das Bhattacharjee ...	do.
432	" M. C. Dass ...	do.

Serial No.	Names.	Designation
433	Mr. Gopal Krishna Ganguly ...	Asst. Sub-Inspector.
434	„ Nripendra Nath Banerjee ...	do.
435	„ Aswini Kumar Dey ...	do.
436	Kishori Mohan Ray ...	Constable.
437	Raihanuddin Ahamad ...	do.
438	Gouranga Hari Dutta ...	do.
439	Kasem Ali ...	do.
440	Beni Prasad Singh ...	do.
441	Umanunda Upadhaya ...	do.
442	Bhakta Bahadur Chetri ...	do.
443	Dhirendra Nath Mukherji ...	do.
444	Sant Prasad Sing ...	do.
445	Jnanendra Nath Dey ...	do.
446	Hari Prasad Singh ...	do.
447	Kali Charan Singh ...	do.
448	Ram Badan Thakur ...	do.
449	Surja Prasad Singh ...	do.
450	Abar Khan ...	do.
451	Changur Singh ...	do.
452	Naru Zaman ...	do.
453	Ram Swarnp Singh ...	do.
454	Amiruddin Ahamed ...	do.
455	Kamala Sing ...	do.
456	Bindhachal Pandey ...	do.
457	Md. Abdul Karim ...	do.
458	Amiruddin Ahamed ...	do.
459	Amullya Charan Sanyal ...	do.
460	Ram Kristo Misra ...	do.
461	Abdul Ahad Khan ...	do.
462	Gulzar Sing ...	do.
463	Bhogu Sing ...	do.
464	Sayed Khan ...	do.
465	Ram Dutta Sing ...	do.
466	B. N. Bhattacharjee ...	do.
467	Taluk Nath ...	do.
468	Abu Hossein ...	do.
669	Jagdeb Sing ...	do.
670	Saudagur Sing ...	do.
471	Bidhu Bhusan Dutta ...	do.
472	Raj Mohan Sing ...	do.
473	Soleman Sett ...	do.
474	Bisto Pada Das ...	do.
475	Satyewar Mukerjee ...	do.
476	Nirode Chandra Chakravarti ...	do.
477	Dhirendra Nath Mukerjee ...	do.
478	Jagadish Chandra Poddar ...	do.
479	Abdul Haq Sk. ...	do.
480	Asader Rahaman ...	do.
481	Purna Bahadur Gorang ...	do.
482	Biseswar Cakravarti ...	do.
483	Benode Behari Banerjee ...	do.
484	Shib Chandra Dass ...	do.
485	Kherode Chandra Ganguli ...	do.
486	Upendra Lall Chaudhuri ...	do.
487	Shasadhar Sarker ...	do.
488	Wasi Mahammad ...	do.
489	Gauri Sankar Lal ...	do.
490	Gopal Saran ...	do.
491	Sk. Lall Mahammad ...	do.
492	Biswanath Tewary ...	do.
493	Ramratan Ojha ...	do.
494	Kishori Mohan Sen ...	do.
495	Abdur Rahaman ...	do.
496	Nil Kanto Biswas ...	do.
497	Ram Briz Thakur ...	do.
498	Nirmal Kanto Roy ...	do.
499	Rahimuddin Kaji ...	do.
500	Moslem Chaudhuri ...	do.
501	Harendra Bijoy Bose ...	do.
502	Kisto das Pul ...	do.
503	Muhammad Hussain ...	do.

691 GRAND TOTAL

N.B.—Of these nearly 200 Representatives of the different Provinces could not attend owing to exigencies of public service and other reasons.

BRITISH INDIA POLICE CONFERENCE.

(BENGAL SESSION, 1921.)

ADDRESS OF THE CHAIRMAN OF THE RECEPTION COMMITTEE.

BROTHER DELEGATES AND FRIENDS,—

As Chairman of the Reception Committee of the British India Police Conference, I rise to greet you and thank you for the honour, you have done us, by kindly accepting our invitation, and volunteering to undergo the discomforts of a long and tedious journey and other attendant inconvenience, to bring yourselves here amongst us:

With feelings of pride and diffidence, I welcome you—pride, at the privilege accorded to me to wish you a cordial welcome, and diffidence, at the anxiety that I am unequal to the task thrown on my shoulder. But relying on your generous nature and whole-hearted sympathy for the noble cause for which, we have assembled here to-day, I would crave your indulgence to be excused for any shortcomings on my part and those of my colleagues of the Reception Committee in the matter of hospitality.

The little, that I have been able to do, in the way of necessary arrangements of the Conference, is due to the earnest efforts of my brother-officers of the Reception Committee and I take this opportunity to express my hearty thanks to them. Our thanks are, none the less, due to several other gentlemen for their generous assistance, specially to our esteemed friend, Thakur Mansingh, for his keen interest and kind help and to Babu Srilal Chamarla, for his generosity in lending us the use of his palatial buildings for the accommodation of our worthy guests and of this Pandal ground, where we have met to-day.

The presence of you here, many of whom have gathered from the remotest corners of the different provinces, has in my mind, a great significance, which can not, I believe, be mistaken either by the public or the Government. We meet here, not for pleasure or joy, after a year's hard toil, to relieve the monotony of our life but to deliberate on and discuss means to ameliorate the condition of our service, to further the cause which had been so long unjustly ignored, with a broken heart and distressed mind.

Before I proceed further, we must offer our thanks and gratitude to the able President of the last year's Session, Lala Sarju Prasad of Lucknow, whose courage and energy, patience and perseverance, in the face of oppositions and disappointments, laid the foundation stone of a central Committee, that paved the way to the formation of several Provincial Associations and thus enables us to gather together at the Second Session here. His services to the cause have been great and invaluable to the entire force and we hope and trust, may the Almighty give him a long life, that we may continue to enjoy his services and others might be benefitted by the noble example he has set.

The country is in a state of transition. It is now time to think and act together. The time for individual action has passed away and the order of the day is co-operation and mutual help and with the awakening of a new life around us, Conferences and Associations are becoming a common feature of modern existence. With pleasure and pride we mark the birth of so many Provincial Associations, affiliated to one Central Committee, within so short a time, but we are, none the less, too early. Our superiors had long ago formed Associations of their own and have derived immense benefit by their systematic and organised action. We had lagged behind, been idle and blind to our interests. It is now high time that we should be up and doing like them to safe-guard our rights. Though Associations and Conferences are looked upon with misgivings, there need not be the least misapprehension of our endeavours. Ours is a constitutional movement, a movement stripped of social or political agitation of any kind, aimed at solely to further the cause of the

Provincial and Subordinate services of the department, to advance our just claims, rights and privileges, as loyal members of the force. We meet to review our position and move, as a united body, to voice our grievances, we meet to devise means to improve the morale of the force, to strive after better efficiency, to introduce a feeling of *All-India Espirit-de-corps* in the force and to guard against any evil influence. Our object is not to hamper the Government. Through the collective voice of our Committee, we shall strive our best to help them for easy and efficient administration of our force. We shall invite the attention of the authorities for prompt redress of our grievances and if, for scanty response, the efficiency of our force suffers, the fault will not be ours. We have stood by Government, loyally and faithfully at all times; we have sacrificed our best interests in the most critical days and we continue to be the same to uphold the prestige and the tradition of the force, no matter what the consequences are. We are united, not to injure any body, nor to obstruct any lawful movement, to side with any caste or creed, but to carry on our work faithfully and honestly, with patience and perseverance, being indifferent to adverse or unjust criticism from any quarters.

BROTHER DELEGATES and FRIENDS,—

While I speak of our aims and aspirations, I think a word of qualification is necessary. Firstly, we should be impressed with the common bond of unity, and what not an aggregate body can do. We should forsake our individual opinions and prejudices, if any, when they go against the consensus of opinions of our representative body. We should never allow ourselves to be divided in our just and fair aims and objects, as members of different Associations. Secondly, we must have patience and perseverance. It is the common teachings of all Associations that success can never come so easily. Our cherished and well-considered ideas for improvement of our service may long be deferred to or unheeded by the authorities, but that should not make us lose our courage. We should go on persevering in our endeavours in a constitutional manner, with a bold heart—with God over head and heart within. Let no individual jealousy or resentment lead us astray from the noble cause nor any unjust criticism, coming from any quarters, sever us from the path of All-India Police Allegiance. Many of us may not live to see the fruits of our labours in its entirety, while in service, and it may be destined for the coming generations to reap them. But this should not deter us from the work, we have taken in hand. Let us have courage and faith in ourselves and faith in God.

Next, I want to impress upon you, the significance of our to-day's sitting. For the second time in the annals of the Police Force, we meet together in this province, being the first to realise the importance of having a central committee and of taking concerted and organised actions for the improvement of our service. The importance of a conference can better be realised than described. A periodical gathering of the members of our service in the various ranks, belonging to different provinces, affords us an opportunity of reviewing our work in the several provinces during the past, of interchanging our ideas with one another and of devising plans for our mutual benefit and welfare. It is, on an occasion like this, that we can freely speak our minds can cultivate a spirit of friendliness and sympathy and make acquaintance with each other. It cannot be denied that frequent intercourse between the members of our service is a great desideratum and it adds to the efficiency of the force. Most of us pass our lives in the interior parts of a district and have no opportunity of meeting one another except on an occasion, like this. If, to remove this longfelt want, for which our cause suffered so much, we have decided to meet occasionally under the banner of a representative committee, I think, we need make no apology for starting it and to call this Conference in accordance with the unanimous desire of the members of the Associations.

Though we have assembled here with a heavy heart, it is no doubt, a matter of great rejoicing to us that our future EMPEROR, His Royal Highness the Prince of Wales has graced the City with his August visit. He comes to our shores with kind messages of good will and sympathy and the watch-word of hope from our King Emperor, to awaken in our mind, the warm and ever-lasting attachment between the Ruler and the Ruled. On the announcement of His Royal Highness' August visit in this premier city at this time, we awaited with unbounded joy to avail ourselves of this opportunity to present a suitable Address of Welcome to him, but to our misfortune, we were denied this favour.

We, as a representative body of the whole Police Force in India, beg to claim the privilege of presenting an address with a copy of the proceedings of the Conference through His Excellency the Viceroy of India, as a token of our humble respect and gratitude to him, who comes in our midst, to be familiarised with the working administrative machinery of Government of India, to ensure better peace, prosperity and contentment in the country.

I have just now explained to you why we have met here and what problems we will be required to solve in this Session and what matters of importance and urgency will deserve our best attention. From what I have said, I am sure, you will agree with me when I tell you, that our duties do not cease when others rest in sleep, we fast when others enjoy feast, we court danger when others flee, and while we are in fact wholly required to consign ourselves to the state, it is a pity—ours is the worst lot. We are the worst sufferers, we feel the pinch of penury; we are ill-fed, ill-clad, worried with many anxieties, looked down and are shabbily treated. We get no sympathy from the public; we are not trusted, we are condemned, criticised and hated. At the hands of the Government, we are denied the consideration our service deserves but alas! things are otherwise.

BROTHER DELEGATES and FRIENDS,—

I have submitted to you with frankness and truth, what I think my duty, my sentiments for our convening this Second Session here. The cause of each one of us is the cause of all of us here—we rise or fall together, make or unmake our destiny together, involved as we are all, in the common cause. We are not two in our aims, divided in our aspirations and conflicting in our ideas. The collective voice of the deliberations of our to-day's assembly will be the individual voice of every member of the service—a great moral trust has been imposed on us—on it depends the future prosperity and contentment of the Force. I feel quite sure, you all present here, realize the importance and sacredness of the trust and hope everyone of us will do his best to discharge it to the best of his ability.

HOWRAH,
The 28th December, 1921.

C. C. MUKHERJEE,
Chairman.

British India Police Conference,

SECOND SESSION, BENGAL,

(HOWRAH.)

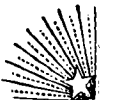
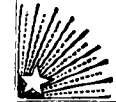
DECEMBER, 1921.

ADDRESS

DELIVERED BY

RAI SAHEB PURNA CHANDRA BISWAS, B.A.,

President.



COMRADES,—I am neither a scholar nor an orator and it is impossible for me to convey to you in suitable language my feelings at the present moment in standing before you in the capacity to which you have to-day elevated me by electing me as your President.

The Police service is, I dare say, the most responsible service under any Government and I am proud I belong to it. To preside over the deliberations of a Conference, representing over two hundred thousand members of this service, is a dignity of which any man can be proud, but knowing my own capacity and realising the gravity of my task I feel the awkwardness of my position. My only claim to stand before you to-day is that my devotion to the cause which you represent and zeal for the reputation and prestige of the department is not less than any one of you present here and I am fortified with the belief that you will all assist me to enable me to discharge the onerous duties you have called me to perform.

It is a happy coincidence or should I, as a Hindu, say a most auspicious augury that while we are holding this year's session, His Royal Highness the Prince of Wales, the heir-apparent to the throne of the British Empire, should be so near to us. We, the members of this Association, as a representative body of the most faithful and loyal servants of the Crown, on behalf of the whole body of the Provincial & Subordinate Police Services in India, offer him our humble greetings.

His Royal Highness
the Prince of Wales.

Since his landing on the Indian shores we watched with keen interests an opportunity to present him a suitable address to invite his attention to the grievances of our service for communication to His Majesty the King-Emperor. Accordingly, both the Bengal Police Association and the British India Police Association sought the permission of the Bengal Government and the Government of India respectively, but for reasons best known to the authorities, it was not granted. It was indeed disheartening that we should be denied the favour when his visit to this country is, not for courting fame or for show, but like the epoch-making visits of his father and his predecessors, to earn the lasting gratitude of the people by showing his eagerness to acquire personal knowledge of the administration of the country. In this critical time, when the country is in the throes of a most trying and troublesome phase we hailed the announcement of His Royal Highness' August visit with expectancy in the hope of seeing matters set at right. We pray for his long life and wish that his visit will not be merely a passing incident but will be the harbinger of peace and prosperity to the country and the contentment of our service on the efficiency of which peace and prosperity largely depends.

You all know that the British India Police Association was ushered into existence in March last and it had its first sitting at Lucknow. I warmly support the words of the Chairman of the Reception Committee, and you will all agree with me, that our grateful thanks are due to Lala Sarju Prosad who, happily for us all, conceived the idea. He is the high priest of the sacred and happy combination. He has worked hard, visited several provinces and faced criticism and insult to bring it about. His unselfish labour does not require any praise from me. This huge assembly is, I hope, the beginning of a lasting monument to his name and fame. I am sure, he is at the present moment enjoying that celestial pleasure of self-approbation which great men of great ideals alone do, when their ideals are towards realisation.

The aims and
objects of the
British India
Police Association.

The Association has ample cause to congratulate itself on its achievements during its short life of 8 months. Under its guidance and inspiration the different Provincial Associations and indeed every member belonging to these Associations have realised their rights and privileges, their duties and responsibilities and their individual and common wants. Action has been taken by this Association to represent their cause to the authorities and their financial and other difficulties. But what is, in my opinion, more important than mere pecuniary questions is that we have gained immensely by a consciousness of solidarity and fellow feeling, not only among the different ranks in each province but among the different ranks in the different provinces. We now know and feel that my cause is the cause of every one of the Police Force in British India. I feel proud at some glorious deed performed by another member

of the force in a distant province and similarly I feel shame at the disgraceful conduct of one of the members of the force, however remote he may be serving. In spite of the sinister purpose often attributed to Associations and Unions, this is indeed a state of thing which is highly desirable as tending immensely to elevate the moral force and *Espirit-de-corps* of the whole of the British India Police Force, and this is the greatest justification for creating and perpetuating such an Association.

At the same time I think a word of caution is necessary. An Association is but a collection of individual members and it is up to every member to act and think that the cause of the Association is the cause of every member and that he must, therefore, strive his utmost to give his best for the cause that it represents. It should be the endeavour of each one of us, not only to safeguard our own individual interests but to correct the faults and remove the sufferings of everyone of our comrades, however low he may be in the hierarchy of rank and status, so that in time the Association, to which we have just given a start, may become a living and moving force in the moral life of the whole of the Police Force. Such a state of perfection can only be attained by persistent efforts and may God give us strength and perseverance to reach that goal. In fact we have many disappointments to meet, many difficulties to overcome, but the immensity of the task must not depress us.

The importance of a periodical gathering like this cannot be overestimated. It gives us an opportunity of cultivating fellow-feeling and of mutual exchange of ideas and reviewing our work during the past year and preparing the programme for the next. For, if we are to achieve any solid result, we must proceed systematically, must know our own minds, and realise what we are aiming at. Not only so, we must move with the times for an Association, like an individual, is a living body and cannot stay where it is. It is, therefore, of utmost importance that we must have an annual gathering of this nature to form an exact idea of our position and to devise means for its improvement.

The object of the Conference.

This year's session has, indeed, a peculiar interest of its own, for, as we all know, we are just passing, along with the rest of the world, through a great financial crisis due to the great upheaval caused by the late war. Not only have the prices of necessities of life immensely increased but a new standard of living has been set before the world. Moreover, a great social revolution is imminent and the whole idea of the relation between the master and servant is yielding place to a sense of individual consciousness and dignity. These are irresistible factors of social evolution and those of us who hold higher ranks in the official system of grading must realise our position seriously under the changed conditions just as we expect similar treatment from those above us.

These are briefly some of the problems you will be called upon to discuss in the present sitting of the Conference. As I have stated above, the economic question, namely,—those relating to our pay, prospects and status will necessarily occupy the foremost place in our programme of work, but at the same time we should not lose sight of the other important questions which constitute the objects of this Association.

Before I proceed further I wish to define my position and lay before you what you can reasonably expect from me. I am conscious you have placed in my shoulder grave responsibilities to which I am not equal, still I shall be wanting in my duty if I do not present before you a brief outline of some of the problems which are agitating our minds at the present time.

The duties of the President.

As a man, serving in this department till I have almost reached the evening of my official career, I am supposed to know what our aims and aspirations are and while I must not attempt to forestall your conclusions which can only be arrived at after careful discussion and hearing all the different views on each of the points I shall try to indicate briefly the results of my own individual judgment. They are, however, in no way binding on you and in fact I shall not, in my address, commit myself to any definite opinion, but shall try only to lead you to the questions which we have decided to discuss here. I should, therefore, be grateful if you would not misunderstand me in what I shall submit to you in the remaining portion of my speech.

I have just told you the objects for which we have assembled here to-day, but before I discuss them I wish to say a few words about our force and its tradition and character. Though our department is maligned by the public, assailed by the press, cried down in the platform, it cannot be denied that our department forms an indispensable part in the constitution of every civilised country—without it no Government is possible and all the vaunted glory of an efficient administration will disappear.

Police Force general—its tradition and character.

If we cast our eyes back to the earliest times before the establishment of the British Empire in India, we find mention of the Police Department, though not in such an organised and systematic form as the present force in India. The present force is no doubt a gift of the British Empire, modelled, in its broad outline on the metropolitan police at Home, but there is a great difference between the two, as we know, the Metropolitan Police Service is universally popular, while ours is looked upon by the public as an inevitable evil. This is due to many causes and I do not wish to analyse them in detail, but it will be sufficient to say that the Metropolitan Police is local while our Force is state police. In this sense, it savours more of a continental nature than the model at home and this peculiarity is accountable for the unsympathetic treatment accorded to us both by the Public and Government.

A halo of romance is attached to tradition of everything and it has a potential value in maintaining its *Espirit-de-corps*. It is a matter of common knowledge that "Old traditions die hard and a bad reputation long survives the introduction of improvement". The traditional instances of oppression of bygone-ages have still a strong hold on the prejudice of the people. It is indeed a misfortune to our department that although isolated cases of oppression sometimes occur, as there is black sheep in every department, our service has not gained a bit in the estimation of the public. To outsiders it is very easy to criticise, but those who are in it should realise what courage and honesty, perseverance, and patience combined with risk of life are required in the faithful discharge of our duties, with unsympathetic superiors upwards, and exacting critics backwards.

Tradition.

In this connection I would like to discuss the popular misconceptions regarding our service. The learned members of the Council often say that the difference in pay of members of Police services and other members of analogous services is due to the difference in academical qualifications required for admission into the respective services. We may not be so many B.A.s or M.A.s or so many technical graduates, but we are graduates in our own science; the Criminology, which necessarily teaches us something of every science, technical subjects, such as Psychology, Chemistry, Survey, Photography, Toxicology, Botany, Neumasmatics, and what not. We can challenge any other department, where such varied knowledge is required. A petty Head-constable on Rs. 25 is doing the same thing in the rural part of a country, which a coroner with a high salary does in Calcutta, Madras and Bombay. Besides this, are we not standing like stone-statues at our posts in the scorching sun of Rajputana and the Loo of the United Provinces and the Punjab, when every body else is under a fan in the shade? Are we not patrolling at night in ceaseless downpours of rains or in snow in hilly districts to protect the life and property of the people? Are we not shivering with malaria in most unhealthy places and consuming a pound of quinine every month under Government orders and doing our duty without a murmur? Are we not conveying patients of infectious diseases to hospital? Are we not removing unclaimed cadavers and disposing of them for the welfare of the public?

Then, what does it matter if we can efficiently discharge these multifarious duties though with lesser educational qualifications in comparison with other departments of the Government. But alas! comrades, not a word of praise for all these unpalatable works either from the honorable members or the authorities. Oh! the irony of fate. I would appeal to my countrymen and critics to weigh all these factors into their consideration before they hasten to make any remark off hand and not to forget that our service is of a peculiar nature, without any parallel in other sister departments and as such it requires special consideration.

Let us now see what is the character of our force. The character of the police is said to be the character of the nation. I do not believe it. We are depicted to be anything but scoundrels of the blackest order. We are charged with perjury, forgery, bribery and knavery. Our reports and our diaries are described as "police papers" meaning something incredible. Whilst police officers in other countries are examined in chamber and their evidence is taken as gospel truth, our evidence here is to be accepted with caution. Even the Indian Evidence Act excludes statements made before a police officer from the evidence. How we can remove this stigma is an important problem for solution. The root causes of this black stigma seem to be two; the first, our low pay and the second that we identify ourselves with the interest of the prosecution. The remedy of the first rests with the Government and I shall deal with that later on, but the second lies with us alone. We can place the whole truth, and the naked truth before the Judge. What does it matter if in the five per cent. of burglary cases or twenty per cent. of the dacoity cases, which we are at best able to detect, in India, the culprits go off unpunished for want of sufficient evidence? The days of no-conviction—no-promotion, having long passed away. Why should we, simply for fear of frowns of our superiors or for better figures in the administrative reports, derogate ourselves to the humiliating character, the people give us. We should never forget that honesty is the best policy in life.

If our tradition and character be such as I have said just now, what are our powers and privileges. Comrades, we have unlimited powers so to say. The first Police Act, under the British Administration, was enacted in Lord Cornwallis' time. The powers and responsibilities then laid down have been retained word per word in the current Police Act of 1861. Besides whenever any Act or special law is passed we are vested with additional powers. I am not talking of our powers under the Criminal Procedure Code or the Police Act—we require them. But we have been given additional powers under the Salt Act, Fisheries Act, Opium Act, Excise Act, Forest Act, Sedition Act and any number of other Acts. Additional powers mean additional responsibilities and extra labour. But does our remuneration increase with the increase of labour? I should say emphatically—No. There are separate departments for working out all the laws at a great expense on the part of the Government whose legitimate duty is to enforce them. But we are so many sugar-laden asses and we must carry any amount of load on our backs even if we are famished with hunger. If we are to do these additional duties why should not the Government abolish those departments and utilise the savings for the betterment of our pay and prospects?

Just have a census of our multifarious duties. We are reporters of epidemics, doctors for distributing cholera pills, we are census officers, we are the suppliers of carts and ration to the Military marching out, we are the suppliers of the necessaries of touring Government officials, we are conservancy officers to remove unclaimed dead bodies and what not? And yet comrades, we are the lowest paid officers of the Government.

Let us now see how we stand with regard to our privileges. Do you know gentlemen, what was the pay and privileges of Police Sub-Inspector in the 18th century. He was known as a Daroga or Thanadar and his pay was Rs. 25 to Rs. 30. Don't think that was a trifling amount. Rice was then sold at 8 mds. per rupee and now it is sold at Rs. 8 per md. Rupees 25 of the 18th century is equivalent to Rs. 800 now. At that time the pay of the Commissioner of Police, Calcutta, was only Rs. 200 i.e. eight times of the pay of the Sub-Inspector. Now the Commissioner of Police is getting Rs. 2250 and the Sub-Inspector Rs. 100 on the average, i.e. he gets 20 times of the Sub-Inspector's pay. The Sub-Inspectors were then gazetted Officers and they could not be punished except by the Governor-General. do not know how and when they lost this privilege and came to be at the mercy of their everyday superiors, but their initial pay remained the same throughout the 19th century and was raised from Rs. 30 to Rs. 50 in 1905 and to Rs. 80 only in the last year.

I do not know for certain when the rank of Inspectors were created, it was probably in 1861 when the current Police Act was legislated. The 1st and 2nd grade Police officers are gazetted Officers. Many of us were gazetted officers as 1st and 2nd grade Inspectors for a long time but one fine morning we suddenly came to know that we had been

Character.

Powers, privileges and status.

promoted to non-gazetted rank. Thus you see, gentlemen, that our powers are gradually increasing but our privileges are gradually vanishing. Why should Excise Inspectors and Sub-Dy. Collectors, whose services were analogous to those of Inspectors of Police be gazetted while the Police Inspector should be non-gazetted? We were elated with joy when the Government kept our department as a reserved subject. We forsooth thought that we would get more pay, more privileges. We have painfully realised that we are, as it were, a flock of goats to be sacrificed at the altar of State necessity. Revenue has fallen short—the subordinate Police should get less pay than others, a retrenchment is necessary to meet the deficit in the finance—it must be done from the Police Department and not from any of the transferred departments.

Let us see what other privileges we have got. We are said to belong to the civil department, but do we get the advantages of the Civil Service? Our duty is entirely of military nature; our drill, our punishment drill, confinement to quarters, our discipline and orderly room, our uniform and sentry duty, our fall-in at bugle sound and alarm bell, our firing on mob rioters are all of military nature and yet we are not entitled to the privileges of the military department. The civil part of our service i.e. the part relating to the prevention and detection of crime, combined with the military portion, has made our duties more onerous and responsible than the military. The military are, on rare occasions, in the Field Service, but we are as it is always in it. But do we get anything akin to the field allowance or ration or special leave and pension like the military! We are formerly exempted from the operations of Arms Act but that privilege has also been withdrawn. Thus, gentlemen, we are entitled to none of the privileges of the military department although, I am afraid, as I have said, our work is of a military nature. Let us see if we get the privileges of the civil department. You know every civil servant gets a daily allowance whenever he goes beyond 5 miles from the head quarters and gets mileage when he travels more than 20 miles. Do the Head Constables and constables who form the integral part the department get a single pice within the jurisdiction of their respective thanas though they may be travelling 50 miles at a stretch. Are the Police officers entitled to all the privileges of travelling allowance when they are transferred from one station to another within the same district? The answer is emphatically in the negative. We have read Art 999 C. S. R. under which every civil servant gets daily allowance according to the distance travelled by him when he is supplied with a conveyance or its propulsion allowance. Our Sub-Inspectors given only the conveyance allowance and not the conveyance do not get daily allowance nor half mileage. The Railway Police (excluding the Bombay Presidency) get only the daily allowance for absence of 8 hours, and River Police Officers travelling with passes by steamers do not get any allowance whatever except a nominal fixed travelling allowance quite contrary to the rules applicable to the other civil servants. Is there any justification for their differential treatment? None, so in whatever direction we go, in the matter of our pay and prospects, rights and privileges, we find ourselves no here.

Do you think, comrades, that the authorities do not understand that, with our pay and privileges, we cannot maintain ourselves. Do you ever for a moment believe that the Hon'ble Members in charge of the Police Department do not know, pardon me for saying so, that many of the subordinate ranks are led to have recourse to dishonest means for their maintenance? The Hon'ble members belong to that intelligent race which is ruling half the globe and they have vast experience of Indian affairs and we cannot believe that they do not understand the situation. They do but they will not mend matters as they do not care a fig for the welfare of so many biped animals as we are looked upon by them. We must protest, my comrades, as vehemently as we can against these iniquities, handicapped though we are with Police Act V of 1861. Ours is a life and death question, it is no good mincing matters, no good dying of starvation without giving vent to the true feelings.

GENTLEMEN, Comparison is said to be a bad taste. It may be, but there are times when it becomes a necessity. We are destined to toil for 24 hours night and day. The English constabulary is said to have six hours day. The coolies of the mills in India have 8 hours day. All other departments of Govt. have 6 hours day. There are departments where day does not break at all, but our day breaks when we are enlisted and

closes when we retire and we are liable to be penalised if we try to have a moment's rest or leisure. But yet there is absolutely no special concession for leave or pension. On the contrary, we are rather worse than other civil servants. They get leave whenever they require it, but we get it by turn when the necessity is over. An officer applied for three months privilege leave in March 1901 and he got it in April 1906! *Sovan Allah!* is this justice?

If therefore, as I have said, the police service is an essential part of the body politic, the provincial and subordinate services are its backbone because it is these services which are required to bear the main strain and burden of work. Let us imagine for a moment the position of a Sub-Inspector in an outlying thana—vested with vast powers and responsibilities, left to work according to his own judgment and discretion on occasions of emergencies, obliged to live among the most insanitary surroundings, deprived of the means of educating his children, of requisitioning for medical aid in cases of illness, a stranger to the local people and yet required to watch the bad character and control the local crime. In fact, an ideal station house officer must be a person, fearlessly devoted to his duties, strictly honest and at the same time discreet and loyal, popular with his superiors and subordinates and the local people, must have an immense amount of energy and initiative, courage and resourcefulness and intelligence. In remote places he is the only representative of the mighty British Raj, of all its power and glory, its reputation and prestige. I challenge any one to point out any other service in which these qualifications to such a degree are required to be displayed in the ordinary daily work of an officer.

The Provincial and Subordinate Police

If our difficulties are immense, the criticism of a section of the population against the Police service as a whole is indeed disheartening. I would ask these gentlemen to imagine for a moment the state into which the country would be thrown if the force was withdrawn for a day. Imagine, gentlemen, what happens, if the subordinate police force ceases to exist for a single day; the high officials run to treasuries to guard them; Mr. I. B. Dutt, the promulgator of the Retrenchment Committee in Bengal, armed with a walking stick—M. L. Cs., like Police Officers not being exempted from the operations of the Arms Act—mounts guard over the Malkhana and Kumar Shib Sekhaheswar arraigns his darwans to protect his heir-looms. The public in general have no sleep. Any number of mail robberies and house dacoities are reported; the prisoners escape from the lock up; a few phthisis patients lying on the beach of Vizagapatam and no philanthropic men found to remove them to hospital; two victims of cholera lying in Mulchand's Dharamsala at Lahore, none to remove them; the non-co-operators shout "Alla-ho-Akbar", "Bande-Mataram" with greater vehemence causing greater annoyance and nervousness to the authorities; the Law Courts are closed; the administrative machinery is completely upset!

Imagine again, gentlemen, what will be the effect if the subordinate police refuse to obey the command of his superior officer for dispersing or firing on a riotous mob. You may laugh at the idea. I, too, know that such a thing is impossible or at least undesirable. But no one knows how things change. You must not forget that the people of the country are no longer afraid of jail and this spirit has also been imbibed by the subordinate police. At the same time I can assert that, so long as their superior officers retain a grain of influence over them, they will never go astray. We are, however, daily suffering and what will be the consequence if such a step is taken in extreme disappointment? Where will be the prestige of Government? In remote districts, far away from the Fort or the headquarters of detachments, the subordinate police are the keepers of prestige or the *Izzat* of Government. The Government is also aware of this fact, but as we are, as it were, the accursed section of the humanity, there is a palpable want of effort on the part of Government to ameliorate our wretched condition.

You will agree with me when I say that we, all of this department, belonging to different provinces, are labouring under the same conditions of economic distress, inadequacy of pay, allowances and other things. The variety of the sizes of the provinces and the homogeneity of population is no bar to the constitution of the force under similar rules and regulations with similar aims and aspirations. The one central idea of amelio-

What is the common bond of unity in the different provinces

rating our present condition by increasing our pay and prospects between the different ranks of our service runs throughout the length and breadth of all the provinces—we are so many units of a collective whole without any separate existence of any one of its members.

It is gratifying to us all that we have realised the importance of this bond of unity and it is in accordance with this common desire that we are organising ourselves under one central association with different branches started in our respective provinces, so that we may make a united stand to represent our cause and take steps, by all legitimate means and with due obedience to our Government, to better our position.

I want to impress upon you one very important point, which, I am quite sure, will receive your best attention. We have met here, hailing from different provinces, belonging to this service to discuss our status and prospects in different provinces and to take steps, as a representative body, to redress our grievances. You all know that though we belong to the same department, under the same Government, though placed in different quarters and discharging the same duties and responsibilities and incurring the same risks and dangers, our service is not of an uniform nature regarding our pay and allowances in the different ranks of the provinces. It is somewhat strange that, while we are almost under similar rules, regulations and punishment, the pay and allowances of the members of our service, the very important point in which we are vitally interested, has been scaled differently. It may be argued that the conditions in different provinces are not similar and the duties of different officers of the same rank are not the same, nor are all places in India equally expensive and therefore there are reasons for different scales of pay for different duties and localities. Such an argument ignores the fact that the fundamental duties are the same everywhere. Let us compare the pay and prospects of the Imperial police service in the different provinces. We find an uniform system prevails throughout all the provinces although the same difference in duties and localities exist in their case also. If, therefore, universal pay is possible for them, why is it not possible in our case also, is a problem which has been better solved by the Government which is ever careful to safeguard the interests of the high officials of the department. This difference in treatment only goes to show that we do not form, in the estimation of the Government, an important part of the force. No doubt, there are differences in our service in the several provinces but this does not justify different scales of pay or different treatment in the matter of travelling allowance and uniform. It only proves the necessity of giving local allowances at varying rates to suit the conditions of each locality. It is a matter of utmost importance to us and I would venture to urge that you will give a careful consideration to find out ways and means to attain the same.

GENTLEMEN, our duties to state and public are much talked off and let us see how we stand at present regarding them. While I speak of our relation to the state I can boldly assert without fear of contradiction that it is our department that serves the best interests of the Government and in fact we are the eyes, ears and limbs of it. We are regarded as next to the Army and why say next, in some cases, more important than that. It is our department which alone stands by it in time of its sore trials, and is faced with all the difficulties and their consequences. This will be quite evident if we look back to the past. Whenever our Government is embarrassed, the help of our service is requisitioned. It is members of our department that fought out anarchism in the past and is combating the non-co-operation movement in the present political crisis of the country, but with what result? It is members of our department who have shed their best blood in their faithful discharge of duty. Where are Khan Bahadur Shamsul Alam, Babu Basanta Kumar Chatterji, Jatindra Mohan Ghosh and Madhu Sudan to-day? There are hundred other comrades of mine who have proved their unflinching loyalty to fight out anarchism even by losing their lives? Let their departed souls now see how shabbily their comrades are being treated to-day, with respect to pay and prospects. Let us invoke their departed spirits and let them see how the blood, that they had ungrudgingly shed for the cause of Government, has benefitted the service, as a whole, and let them say what they think of their sacrifice. If they could make audible speeches, they would, perhaps, have told you plainly that to die for Government to prove loyalty, will not actually, bring any recompense to

Police in relation to the State.

sufferers nor in any way help the members of their service and they would have told you that to do so was a mistake and foolishness. On the other hand they would have now repented for their fearless and faithful devotion. The survivors would tell us that at the time of need you would receive any amount of patting and British diplomacy would hold out any amount of promises never to be kept, but when the need will be over, you will be treated like cats and dogs, and documents of promises, treated as "old scraps of paper." This would make us realise the truth of the saying that no one gains anything by standing against the national aspirations of the people of the soils.

Next, what about our relation to the public? The efficiency of the service to a large extent, depends on the closeness of touch with the people and the extent to which it can inspire public trust and confidence. For matters of detection or prevention or reporting of crime etc., we are to rely on the evidence of those acquainted with them. In a vast country like India with diverse population, with different traditions and customs, our department, in each province, can by no means efficiently discharge their duties without the co-operation and sympathy of the people. But to our bad luck we are looked upon with awe and suspicion by the public, and our presence is shunned by them. This apathy of the public is due to many causes and I shall only deal with the underlying causes that have placed our service under such a popular ban.

We are doing our duty as faithfully and as diligently as the police of all other countries in the world are doing. The police of other countries are said to be popular and the police of England are said to be universally popular. But why are we so unpopular? The reason is not far to seek. The police are the agents who maintain the dignity of law. In those countries where laws are made by the people, the police are popular, because they maintain the dignity of the peoples' law. Here in India, the laws are made by Government and the people are of opinion that the laws are made to rule them, to control their natural aspirations and not for their benefit. We maintain the dignity of these laws and enforce them. That is one reason why we are so very unpopular.

When I speak of our unpopularity, I cannot refrain from uttering, though unpleasant it may be, that our conduct rules and the attitude of our superiors rather accentuate our estrangement from the public. We cannot freely mix with them, independently invoke their hearty co-operation and sympathy for which there is the greatest need for our duties; if we do so, we are, on flimsiest pretexts, looked with suspicion by superiors, even penalised and our promotions are stopped. I ask, comrades, who are responsible for this; I can at once say, we have absolutely no fault except that we belong to this unpopular department and it is our superiors and conduct rules that widen this gulf. I need not cite instances to drive this matter home to you, as I am sure, many of you, in your official career, have experienced it, but I would like to draw your attention to a most recent Government order. When the country is passing through a great political crisis since the launching of the non-co-operation movement, Government is taking all precautionary steps to combat it and recent Government circulars have authorised its servants to address in meetings to explain to the agitated mass the good results of the Reforms Scheme that are sure to come in time. But what about us? We have been strictly forbidden to join any meeting or to make any speech to achieve the same end, which our fellow-brothers in sister services are allowed. This single example will be enough to prove the truth of my above statement. Then, why is this differentiation of treatment and these chains and fetters to keep us off the public. Lastly, I can assert as an axiomatic truth that so long as this undesirable relationship exists and the more, it is delayed to remedy it—the more, our Service will suffer in efficiency. It is a matter of some consolation to us that with the inauguration of the Reforms Scheme, the people have begun to realise that it is the laws that are unpopular and not the police and that our only fault is that we are to carry out these unpopular laws. They are now blaming Government more than their dutiful servants, the Police. Thus we can fairly hope that we are not going to remain long as unpopular as we are to-day.

At the same time we should appeal to our countrymen to bear in mind that the police are the servants of the public in the truest sense of the word. You, the public, are to pay for all other services of the Government, be it postal, telegraph or Law. Your

Police in relation to the Public.

letter will not be delivered unless you pay for the postage, your message will not be sent unless you pay the usual charges, your petitions and applications in court will not be accepted and heard unless you pay the usual Court Fees. You pay all these charges ungrudgingly, but while we, the police, are ever ready to serve you for no cost on your part, ever ready to serve at your bidding, watching over your property in your slumbers, protecting your interests in all your daily transactions but still we are treated with animosity, we are looked upon as your tormentors, we are shunned as pests. Gentlemen, it is with a deep sense of mortification I utter these words. It is a fact that the public views us with jaundiced eyes and it should be our duty to cure them of this disease. I would again appeal to my countrymen that they should think of our position very seriously and never forget that we are to serve two masters and to please both. I can tell my countrymen that our strength does not lie so much in the support of the Government as in their hearty co-operation.

I have already referred to the duties and responsibilities, that are assigned to the members of the subordinate service and the important part they play in the administration of the department. The dusty but difficult part of the work is done by these ill-fed and ill-paid officers. It is the irony of their service, but a glory to those in the superior grade that they will prepare the harvest and their masters will reap the fruits. The unfortunate members of the subordinate service are, not only to bear the hardships and difficulties but are even to be prepared to receive quick censures from their superiors on any slight fault or mistake on their part and to be penalised on most flimsiest grounds. Their superiors, with a habit of fault finding, always discontented, never having a word of smile or good word by way of encouragement or appreciation of good services, always wearing an appearance of strictest severity to keep off the subordinates at a distance, are far from being guides or helpers to them, but are rather a hindrance and a weapon of vilification and all the misunderstandings and want of sympathy between the two are due to the attitude of their superiors. After all, the question of self-interest and a sense of self-respect ranks high in the bosom of every one, whatever may be his official position. What is wanted, is faithful and loyal discharge of duties, with due obedience to the superiors, but it by no means implies servility and forgetfulness and swallowing of every insult and bickering. I do not make any personal imputation against any one, but my own bitter experience dictates me to utter these unpalatable words so that the relationship between the two may be humanised in future.

Police in relation departmental superiors.

Now I come to discuss the most important matter which, for the time being, is agitating the whole service and that is the question of our salary. I have referred above to the universal increase of prices but the pay of the Police Service nowhere in India has been commensurately increased. Not only so, the treatment meted out to the Police service in this respect in some of the provinces is, I may be pardoned for saying so, almost scandalous and humiliating. The different provincial associations and individual members of the service have taken every possible means in a constitutional way to represent their grievances to the authorities but it has scarcely evoked any sympathetic response and I am strongly convinced that in the general outcry, on the one hand for the increase of pay and on the other for the curtailment of expenditure, the case of the police service is sure to be thrown to the back ground.

Pay and allowances

It will, perhaps, be not out of place to say a few words in this connection about the Transferred and Reserved subjects. We, the Police, come under the category of Reserved subjects. Ordinarily it means that our pay and prospects or rather our fate is to be decided by the Government and the popular ministers will have no control over them. But is it really a fact that the people of the country have no control over our pay? Theoretically, it may be so, but practically it is not. While the pay of the Imperial Police is on the non-voted list, our pay including that of those who are promoted to the Imperial Service is on the voted list. We are thus in a peculiar position and have to satisfy two masters before we can expect any increase of pay. If the Legislative Council sanctions it, it is all right. But if it does not, the Governor of the Province has the power to veto the Council's decision and grant us the asked for increment. But the recent India Government Act, to some extent, restricts this power, as the intention is that the Governor should not frequently disagree with the decision of the Council and use his power of vetoing. Gentlemen, I have

already explained to you why our service is unpopular. We cannot therefore expect any sympathy from the Council and we cannot also expect any from the Government, however willing it might be, on the face of opposition by the Council. Our position is that of Harischandra—neither here nor there. If our service is really a Reserved subject, why should not the Government keep us under its sole financial control like the Imperial service, over which the power of the Council does not extend. Gentlemen, expressions frequently used by the authorities that "they will let loose the Police" is one of pride for us as it denotes untainted loyalty on our part. We are really so many hungry dogs and we are quite ready to lick the boots of our masters and suck the country's blood. But why should the menu of our food be determined by the people we prey upon? Let the Government decide it, please, either way and the sooner, it is done, the better. Let us be either under the sole control of Government or under that of the Council. As at present, we have one foot in one boat and the other foot in another and the two boats are plying in opposite directions, the result being our sure destruction.

I shall now briefly discuss the pay and prospects of the provincial and subordinate services. As you know, in former days, there was no bar to the promotion of the Inspector to the rank of Assistant Superintendent and holding the same position and drawing the same pay as Assistant Superintendent. Although under this system in fact very few appointments were made from the subordinate police still there was no bar to such promotion. But Lord Curzon's Government appointed a Police Commission which set seal to the aspirations of the deserving members of the service. The Commission in their report stated that it was more than desirable—it was incumbent on the Government to use native agencies to utmost extent possible without seriously impairing the efficiency of the service. These are indeed fine words but the Commission by recommending a line of policy made it impossible for the native agency to reach the higher appointments in the service. They said that the employment of natives as Superintendents was, more or less, an experiment and therefore must be carefully and gradually introduced. The Commission therefore suggested restriction to the promotion of members of the subordinate service to the Imperial service and suggested the creation of the rank of Deputy Superintendent which was to have precisely the same departmental status as Assistant Superintendents. They were not however, to have the same designation nor the same pay nor the same duties but to have a provincial rank, a lower rate of pay and, as it was found in practice afterwards, not the same but a similar status which, in fact, was a very inferior status. Next, the Commission was of opinion that men of qualifications and character similar to those required for other Provincial services should be attracted to the provincial Police rank but the pay was not to rise above Rs. 500 i.e., the maximum was to be considerably less than the rates in force for the members of the Provincial Civil Service. In fact, the whole of the recommendations of the Commission was a clever subterfuge. Their whole object was to stifle Indian ambition.

The second stage of the tragedy was the advent of the Public Services Commission. As I have stated above, the Police Commission put forward the plea of inexperience of Indians for higher administrative duties as the ground of practically debarring them for the rank of Superintendent and they therefore recommended an experiment on a small scale. During the course of enquiry made by the Public Services Commission, an opportunity arose of ascertaining how this recommendation was followed in practice. It was disclosed that, with one or two exceptions, in no province had Deputy Superintendent been promoted to fill permanently the position of Superintendent. Not only this, they were not allowed the same rate of travelling allowance nor to wear the same uniform.

It is needless to comment on the unjust recommendations of the Public Services Commission with regard to the promotion of provincial Police officers because those recommendations have been superseded by instructions issued by the Secretary of State and I wish to take some of your time to show how these latter orders affect our position.

As I said, before the war, the charge against us was that Deputy Superintendent were not, by their capacity and training, fit to hold district charges. The events during the war gave a lie direct to these false imputations. For what happened then? Recruitment for the Imperial Police Service was stopped while numerous European officers belonging to that

Provincial service.

Service were withdrawn from the cadre to perform duties connected, directly or indirectly, with the War. In our province nearly half of the total number of Imperial Officers was, at one time, absent from cadre duties and I challenge any one to honestly say, that the provincial and subordinate Officers, who replaced them, were in any way found wanting in courage and capacity or efficiency? The province passed through a serious political and economic crisis during which all the forces of lawlessness tried to find full play and I can assert boldly that it is these Indian members of the Service who saved the situation.

We have thus proved under the most trying circumstances that the imputations made against us are entirely false and are made with a clear motive. Now, how will the Secretary of State's decision affect us?

In this connection I can do no better than quote the exact words of the order in cl. (b) of the Government of India, Home Department, (Police) No. 1227, dated 30th June, 1920. It runs thus:—"The percentage of appointments to be made from Indians has been fixed at 83 of whom two-thirds will be recruited direct and one-third by promotion from the provincial service". I do not quite see what a special boon this order will be to the members of the provincial service, when it is carried in practice. Leaving aside my own individual opinion, I shall show you by facts and figures how effect has been given to the above order by the Bengal Government and what benefit this will bring to provincial service members. Speaking of Bengal, out of 66 Supdts. there are only six Deputy Supdts, i.e., 9 per cent. only in the Imperial rank. A few months ago in the sanctioned cadre of the Imperial service, there were 19 vacancies and why were not as many of them as are open to Deputy Superintendents, immediately filled by them. But instead of this, Imperial Service men have been imported from England and a few are being recruited in India. The result is that the new order of things has not given a single additional promotion to Deputy Supdts. This decision then amounts to this that, so long as the Government was in need of their services, they were called on to undertake the responsible duties but as soon as the difficulty is over they are left in the cold and no consideration is paid to their past work.

Gentlemen, I could not refrain from taking some of your time in discussing at length this point. We have suffered much and it is time that we should frankly and boldly state out our case. The only remedy open to us, is the stoppage of direct recruitment in the rank of Deputy Superintendent and the immediate promotion of the full percentage of Deputy Superintendent to the Imperial rank.

Allow me now, to pass to another important subject. We are hearing for sometime past much of the sweet phrase "Racial equality". Let us see how far it has affected our services. The expression is very sweet, and palatable, as it sounds. We do not care how far the public has appreciated it nor do we care if Chapter 33 of the Criminal Procedure Code, relating to the punishment of our ruling race, is abolished or modified, we are concerned with so much as it relates to the Police Department. Since the Queen's Proclamation we have been enjoying, though indifferently, racial equality and we are being admitted into the Imperial Service without any distinction in respect of pay and privileges till the black year 1905 when for the first time racial inequality crept in our department. The rank of Deputy Superintendent was created and the Inspectors were by a stroke of pen debarred from being promoted to the rank of Assistant Superintendent and deprived of the right and privilege they have been enjoying since 1793. This is not all. The promoted Superintendent of Police from the subordinate rank was made to accept less pay than his European Colleague in the respective grade by Rs. 100. The minimum of a European Superintendent of Police was Rs. 700 while that of an Indian Rs. 600. The formula of equality according to the rules of the Indo-English mathematics came to be $X + Y = X$, where Y was only a paltry sum of Rs. 100. That was all right and things went on in the same way till 1920, when we got into our hands the "Delhi-kalidra", the so-called Reforms. In the new time scale the pay of the European cadre of the Imperial Police service has been raised from Rs. 300-1,200, to 450-1,700—a 50% increment throughout. I say European cadre because the Indian cadre of that service is being filled up also by Europeans of Indian domicile. We are not interested with the pay and prospects of the former class of officers; we are only interested in Indian Superintendents, who are promoted from Deputy Superintendents and Inspectors. Have

Racial equality

they been given an increment of 50% according to the principle of racial equality? Certainly, not. They are, under the new Reforms, to begin with Rs. 700 only and will throughout their career draw on an average Rs. 200 less. His Excellency the Viceroy has been preaching 'Racial Equality' since he set his feet on the shores of the Arabian Sea with justice as his handmaid and all expected that this racial inequality, existing in our service, would be removed by His Excellency. But alas! gentlemen, the same disappointment comes to us, for in the last communique, enhancing the pay of the Imperial cadre which has been published in His Excellency's time, only the European officers who were in service before the introduction of time scale of pay, have been favoured with the overseas allowances. But let us hope against hope and be optimistic. It might be that the communique referred to above was based on a despatch from His Excellency's predecessor and he could not give effect to his promise without reference to the Secretary of State. Let us wait and see what His Excellency does. So far however, there is no iota of racial equality in our service. In the face of three distinct scales of pay for the same office, amongst different races in the police department, can any one assert that there is no racial inequality in this department. If any body still perversely maintain that there is no racial inequality, he must then be either an insane or an unscrupulous politician.

Next what about the Inspectors? As I have already told you, they have practically no chance of promotion to higher services. During the recent years, however, owing to War vacancies, a number of Inspectors was promoted to act as Deputy Superintendents and they were made to bear all the brunt of higher responsibilities, but now that the European officers are available they are being asked to vacate their appointments and are being cast aside as worn out shoes. Such treatment is unbecoming on the part of any Government and I dare say no European service would have tolerated it. While Government is generous enough to safeguard the officers of the Imperial Service from the loss of any acting allowance to which they became entitled under the temporary exigencies of cadre, in the case of Inspectors of Police, these experienced officers are, after 6 or 7 years' hard trial, told to vacate their posts in favour of untrained outsiders, European and Indian. Not only so, the treatment meted out to them in the matter of their pay has aroused universal discontent and need I say unless the grievances are immediately removed by adequate steps, it will not be our fault if the efficiency of the police service deteriorates.

Take again the cases of Sub-Inspectors, Assistant Sub-Inspectors, Head-constables and Constables. I have mentioned in a separate place the difficulties and discomforts attending to their duties. In the case of Sub-Inspectors, in most of the provinces a scale of pay has been introduced which is almost equal to the rate sanctioned for postal officials in the lower grade. In the matter of travelling allowance while other provinces have allowed them the scale admissible under the Civil Service Regulations, and which the Bombay Government have conferred on them the privileges of Second Class officers irrespective of the amount of actual pay, our Bengal Government has even denied them the ordinary privilege which is enjoyed by all subordinate service officers throughout India and has classed them as third class officers. Similarly, in the case of Assistant Sub-Inspectors and Head-constables the pay and allowances, granted to them, are most disappointing and they have not even got a bare living wage and I cannot but take some time to present before you how the claims of these members in the lower stratum of the service has been disregarded.

In Bengal outsider Sub-Inspectors and Assistant Sub-Inspectors are both recruited from the same class with similar educational qualification and social status, and the system is that the recruitment is to be made from the persons who are nominated for appointment as Sub-Inspectors but are not finally selected. The system is, in fact, similar to the appointment of Deputy and Sub-Deputy Collectors but while in this case the rates of initial pay of the two ranks bear the ratio of 250 to 175 in the case of Sub-Inspectors and Assistant Sub-Inspectors they are in the ratio of 80 to 25—Leaving aside the comparison with Sub-Inspectors, is Rs. 25 now-a-days a sufficient living wage for a man possessing the minimum qualification of Matriculation pass. Has such rate been adopted for any

Subordinate
Service.

other service with similar qualification and is it not a fact that the duties of Assistant Sub-Inspectors are more arduous, hazardous and responsible than those in any other department? I need not quote old cases but only the other day in Jessore one of the arms of an Assistant Sub-Inspector has been completely severed by a rioter with one stroke of his dao. An officer is expected to face such risks for a paltry sum of Rs. 25.

I do not quite see the utility of creating and perpetuating a direct rank of Assistant Sub-Inspectors. This is neither beneficial to the members recruited for it, nor to deserving constables possessing good educational qualification and to speak the truth the introduction of this non-commissioned rank has been highly prejudicial to the cause of constables who are to end their official career in a state of stagnancy without any chance of promotion to the higher rank. I can from my own experience remind the authorities that once you stand in the way of promotion you remove all stimulus to good work. My suggestion is that direct recruitment of Assistant Sub-Inspectors should be stopped so long as there is a single deserving candidate in the rank of constables and similarly the direct recruitment of Sub-Inspectors should be stopped till all suitable Assistant Sub-Inspectors are provided for. It is quite well-known to authorities, that there are in the ranks numerous Assistant Sub-Inspectors quite fit for promotion and their names are sent up year after year but are sent back for want of vacancies while outsiders are enlisted to fill them.

Lastly, take the case of constables. They are, as you all know, the more hardworking but the most ill-paid officers of Government. The postal peons get more pay. The coolies working in mills working for 8 hours are paid double but while the pay of our constables, who are to be in duty for 24 hours, is most disappointing. Let us compare their pay and prospects with that of London constables. A constable of the City of London working only for 6 hours a day gets £3 6s. a week, i.e., about 13 times the pay of a constable of our force and even more than the initial pay of our Deputy Superintendent. It is no wonder, therefore, that the London Constabulary are the most popular in the world. Besides how are they housed? They are to live in barracks and no provision is made for them to live with their wives and children. Have they no affection for their wives and children? Have they no hankering for family life? Are they devoid of human sentiments? Are they supposed to be so many Sanyasis or eunuchs? They are human beings after all, however poor they may be and most of them come from respectable classes of people. It is, therefore, necessary that arrangements should be immediately made by the authorities so that they can live with their family with suitable pay for their maintenance.

COMRADES,—I am afraid I have already taken a long time over the subject, but I am bound to say, the whole question of recruitment, promotion, pay and allowance and status of the different ranks should be immediately re-examined in order to check the growing feeling of discontent. It is useless to conceal the fact that the most important question with us, as it is with all other services, is the question of emoluments, and we feel that we have legitimate grievances in the matter. We invite a thorough and impartial enquiry into it and we hold that we have a right to be given an opportunity of properly representing our case to the higher authorities. We feel the helplessness of our position and this embitters our feeling all the more. In the case of Imperial Services they have got strong supporters of their own rank to look after their interests and to have their grievances removed, but we lack such opportunities, and we, therefore, claim that in examining the question, officers of our Service should have a voice proportionate to our number and importance and I therefore suggest we must press upon the Government the desirability of having Standing Committee from our Services which should be invariably consulted and whose opinion should be given due weight in all matters affecting our Service. It is most unfortunate that in the several provinces there is not even a single member from the Police Service either in the Executive Council of Government or in the Legislative Council.

The Indianization of Imperial services is a subject which has been agitating the public mind ever since the establishment of British Empire in India and the arguments, for and against such a measure, have by this time been so thoroughly discussed that it is unnecessary for me to reiterate them here. I shall only touch on the few points that affect us. In the first place, as I have said before, a retrograde policy is being followed

ever since the last Police Commission in the matter of promotion of departmental officers to the Imperial rank. It has now been decreed that only 1/3 of the total vacancies, available to Indians, will be thrown open to departmental men and I have shown what poor chances we shall have under such an arrangement to satisfy our legitimate ambitions. The outsiders who will compete for the remaining 2/3 of the appointments cannot possess any better qualifications than many of those already in the service, for, were not the direct recruits in the cadre of Deputy Superintendents taken from the best materials, this country could produce?

Had the Imperial Police rank been open to Indians at the time, they enlisted themselves, they would certainly have competed for this rank. Can there be then any justification for shutting out these officers from the appointments, now thrown open to Indians? Have not they, in addition to their academic qualifications and social status and respectability, already given proof of their capacity to undertake the higher duties of the Police Service? But the irony of the arrangements is that these officers' cases will not receive any consideration for these additional appointments. They are not afraid of any competition with outsiders and many of them and many Inspectors applied to be allowed to sit for the Competitive Examination but in Bengal this request has not been accepted on a technical objection to the effect that the Secretary of State's order preclude them from competing for these appointments. If the Secretary of State's orders are in fact so worded, it is the duty of the Government under whom they serve to point out to him the injustice done to them but Government, instead of doing this and looking to the interests of those, who have given their best to their service, have taken shelter under a technical objection. I consider it unbecoming of a Government to put forward such flimsy excuses instead of taking steps to remedy the evils of a system, so much prejudicial to the service. We must urge, therefore, with all the vehemence at our command, that the order passed by the Bengal Government can not be the last word on the subject. They must be withdrawn and all the Provincial Governments should join together in sending an united protest against the unjust order of the Secretary of State so that, so long as there is a single deserving member in the service, his interests may be fully safeguarded. Not only so, we must urge that full 50% of the vacancies in Imperial service should be thrown open to us, because we have proved our capacity for higher duties and our employment is cheaper than the employment of officers imported from England. So far as Bengal is concerned, permit me, gentlemen, to say, that even 15 years ago there was no bar to the promotion of Inspectors to the Imperial Cadre but alas! the successive stages of the Police Reforms have practically shut the doors of their promotion.

I should now draw your attention to another important matter. It appears that a thorough improvement of the department cannot be secured by an increase of pay of the department or our change of attitude towards the public only. It seems to me that we must also re-adjust our own house so that our energies can be employed to the best advantage in the control of crime which is the only justification for the existence of the department. This leads me to the Police Act of 1861 under which the police force of all the Provinces, except Madras and Bombay, are constituted. This Act is now 50 years old and a revision is overdue. Some of the provisions of the Act are antiquated and need to be changed but not in the manner suggested by the Police Commission of 1902 and 1903 (in para. 82 of their report). I shall refer to this point separately but one point which strikes me is that while the act contains ample provisions for the punishment of offending police officers it makes no provision for compensation to those who suffer by the loss of their lives or limb in the execution of their duty. At present this matter is treated as an act of mercy on the part of the Government but past events have amply demonstrated the necessity of making suitable provision under statute for such compensation so that officers themselves who become incapacitated in the discharge of their duties or their dependents may not have to go through the humiliating process of receiving any gift as objects of pity and charity.

Next it seems to me that a thorough revision of the Police Manuals of the different provinces should be undertaken as soon as possible and this revision should be based on the assumption that the basic principles of Police administration must be the same

Police Laws and rules.

throughout India. The whole Police force in British India should then have an uniform system of rules, rights and privileges and thereby a closer bond of unity would be established between the different provinces. I think one of the duties of the Associations should be to urge upon the authorities a critical examination of the Act and rules by a properly constituted committee including experienced officers from the subordinate and provincial services.

Another matter which is very important is that it is now high time that Police should be released of the numerous extraneous duties the nature of which I have already explained to you, and which have no connection with crime work but only serve to increase the unpopularity of the department and take a considerable time which can be devoted to more useful work.

Let me now pass over to another important subject,—our rewards and punishment. While speaking of rewards and punishment of Police Officers, the points I should submit for your consideration in this matter, are in the first place, whether the nature of punishment at present awarded to Police Officers is suitable; Secondly, whether the different authorities vested with the powers to punish are competent enough to exercise their powers impartially and without bias or prejudice and thirdly, whether the present system of instituting proceedings against Police Officers is defensible. At the outset I must make it clear that I am making no reflection against any individual officer as I know the majority of them, unless influenced by personal considerations are eager to do justice, although I must confess that officers are not rare whose idea of discipline is excessive severity who take delight in playing the part of bullies. My complaint is not against individual officers but against the system. One of the punishment which Superintendents are authorised to award is confinement. Such a punishment may be suitable for a criminal but is entirely unsuited for persons whose offence consists in breaches of departmental rules or in omissions or mistakes. Such a punishment is entirely inconsistent with all civilised ideas and permanently degrades a man in the estimation of his fellow-workers and as such takes away the moral incentive to correct one-self and on the whole does more injury than good. As there are several other forms of punishment confinement ought to be removed from the statute.

Rewards & Punishment.

Next it is the system with Imperial Services that no officer can be dismissed without the sanction of the Secretary of State and the underlying principle is that the power of dismissal should be exercised only by the authority who appoints an officer, and as I have already said, the Sub-Inspectors of Police in old days could not have been punished by any one, except by the Governor-General in Council, not even the local Government could punish them. These being so, Superintendents of Police should not exercise the power of dismissing Sub-Inspectors because the potentiality of mischief of such a system is quite obvious. So long as human nature is what it is, an officer must have personal likes and dislikes and it is natural that idiosyncrasis and personal feelings are sure to come to play in such matters. An important question like dismissal should not be left to such chances.

My next point is that there ought to be some provision by which the tendency of instituting unnecessary departmental proceedings can be checked. If a census were taken of such proceedings, it would be found that their number varies with the punishing propensities of the officers drawing up such proceedings. It may be a light matter with the officers who thus unnecessarily start action but it is extremely harassing and humiliating to the officers who thus find themselves to submit defence.

The most rational system, in my opinion, will be that an officer should be judged by his equals and whenever departmental charges are framed they should in my opinion be investigated and decided by a committee of officers in which members of the service to which those officers belong should predominate.

Coming now to the question of rewards, I think good work ought to be rewarded more liberally than is now done and also that the incident for which the rewards are given ought to be prominently advertised through the Police Gazette in English as well as in vernacular where the officers rewarded belong to the rank of Head Constables or Constables.

me now come to the most important matter of Police expenditure and popular misapprehensions about it and let us see how far retrenchment and economy is possible. There is no denying the fact that the expenditure of the Police department has been a subject of bitter criticism in the past and it has been the habit with a section of our public men to vilify the Police and find fault with everything connected with the department. I am not disposed to blame them because I think that sufficient efforts have not hitherto been made to acquaint them correctly with the difficulty of the department and the multifarious duties, the Police are required to perform. With the introduction of the Reforms Scheme and the inclusion of expenditure for the provincial and subordinate Police among the voted items of the budget and the appointment of Standing Committee, I trust that much of the prevailing misapprehensions will gradually be removed and the people will realise that an efficient force can not be maintained without adequate funds.

Police expenditure and popular misapprehensions.

As you all know that in the United Province, in response to popular demand, the Government of Sir Harcourt Butler appointed a committee in 1919 to examine the strength and distribution of the Police Force and the question of pay and allowances etc. with a view to finding out whether it was possible to curtail or reduce the duties in order to effect a corresponding reduction in the number of officers and men employed. What was the result of their enquiry? It was that the committee recommended that the Police expenditure of that province ought to be increased by Rs. 21 lakhs and 27 thousand rupees. I am glad that a committee for the retrenchment of Police expenditure has recently been formed in Bengal because this will give us an opportunity to convince the public that an essential department like the police must require a considerable sum to be maintained in a state of efficiency. It would have been better from our point of view if the committee, instead of confining its labours to the question of retrenchment had devoted part of its attention to the question of improving the efficiency of the department. I am strongly convinced that, while there may be individual appointments here and there, which can perhaps be abolished without very much loss of efficiency, the department, as a whole, is in need of further funds. I shall illustrate my point by one or two examples. The cost of the Calcutta Police dealing with a population of about 13 lakhs was about 16 lakhs immediately before the war and the cost of the Bombay City Police was about 13 lakhs. Now the cost of the London Metropolitan Police dealing with a population of 72 lakhs was nearly 4½ crores of rupees while the cost of Berlin and Paris Police, with a population of 21 lakhs and 28 lakhs, respectively, was nearly 2½ crores each. The number of officers and men employed in the London Metropolitan Police was 20,540 which is larger than the number employed in the whole province of the Punjab and nearly equal to the number employed in Bengal.

COMRADES,—It is said that the Indian Police is inefficient and the percentage of detection is unsatisfactory but we must remind our critics both Government and public that in these days of rapid communication and scientific crime that the Police are helpless against criminals unless they are provided with suitable equipments to counteract their activities. In progressive countries the study of criminology and all the appliances that human patience and human ingenuity and human science can invent, has been requisitioned for the solution of the mysteries of crime. Chemistry and Physics, Psychology and Anthropology, Dentistry and Medicine have all been brought to bear on criminal problems and all these mean vast expenditure. In the cities of Germany and Austria the photographs of all criminals are arranged in different ways both according to crime and the size of criminals and one will be astonished to read the details how photography has been applied to the detection of crime. Perhaps our critics will be bewildered to learn that the cards of persons kept by the Berlin Police occupy 130 rooms and require employment of 200 men. In spite of the want of adequate appliances and resources, the Indian detectives have been eulogised in England by Sir John Cumming, one of the most experienced members of the Indian Civil Service, who has compared them favourably with Mr. Little Boy of Scotland Yard, Monsieur Goreaux of Paris, Signor Lambrossa of Rome and Von Hansgross of Berlin. If our countrymen and the Government had spent some money in this connection, the Indian detectives would have perhaps occupied the first place in the Detective World. My argument, therefore, is that by all means reduce all unnecessary expenditure but at the same time be prepared to spend more money when it is really wanted.

I have referred above to the attempt that is being made in different provinces to retrench the Police expenditure and it is not for this Conference to suggest how this can be done. For one thing, it is impossible to give any opinion off-hand without knowing what is the real intention of these enquiries. But I must ask that the Provincial and Subordinate Services should be given a thorough hearing before any decision is made. If you reduce the strength of the force, you throw additional work and responsibilities on the remaining members of the service and it is but just and reasonable that they must be paid for this. Unless you do this you produce discontent and thereby decrease the efficiency of the service.

Retrenchment & Economy.

I have stated above that a Retrenchment Committee has been formed in Bengal but I regret that there is no representative in it from the Subordinate and Provincial Services. I dare say that both, owing to their number and their familiarity with every details of work, entitled them to better treatment. This omission betrays an indifference to the interests of our services and I shall still hope that the committee will yet see its mistake and take steps to invite a member from our Association to sit with it and I can assure both Government and the non-official members that they will find our assistance valuable in correctly appreciating the position.

I have spoken above about the urgent necessity of increasing the pay and prospects and the material comforts of the force, and while we hold that our demands are most reasonable and moderate, I would advise you at the same time to exercise strictest economy in your expenditure. As sensible men, we cannot shut our eyes to the fact that the whole world is just at the present moment passing through a serious economic crisis and India, which is one of the poorest countries of the world, has been very seriously affected through this cause. While the cost of living has immensely increased, the standard of living is fast improving and new wants are being created every day. The members of the Police force are also members of a society and must live and move according to the standard accepted and adopted by the society. Take for instance, the question of education of girls. Twenty years ago this was regarded as a luxury but it is now a real necessity and involves extra expenditure. Those who try to base their estimate, merely on the cost of living, on the increase of the cost of prices of food and clothing make, therefore, a very serious mistake if they do not take into account the other important factors in the present day cost of living. I sincerely trust that our attempt for better pay and prospects will bear fruit but we must not ignore the fact that even if our demands are met in full, they will not suffice to enable us to meet our growing requirements and therefore the greatest necessity for severely curtailing all unnecessary expenditure.

Police Benefit Fund.

I am glad that the Central Committee of the B. P. A. passed a resolution some time ago to establish a Police Benefit Fund for the benefit of the distressed members of the service and their families. I trust that similar action is contemplated in other provinces but, permit me to say, in this materialistic age the main spring of all actions is primarily self interest and, in my humble opinion, any fund started entirely out of philanthropic motive and expected to be run on voluntary contributions from a poorly paid service, may in the long run, prove a failure for want of sufficient support. We should devise some means to conduct the fund some thing on a co-operative basis, the surplus profit being set apart for relieving the deserving members of our service and their families.

After what I have said to you just now, I think, you all realise the necessity of a Police Magazine as a medium for transmission of intelligence between the members of the different ranks of our service throughout India. I take this opportunity to congratulate the authorities of the B. I. P. Association for bringing out the B. I. P. Magazine which was made possible only through the untiring energy of our pioneer Lala Sarju Prasad. I am also glad to find that the Madras Provincial Association has published one. Even a year ago who would have ever dreamt that the Police service would have such an effective organ for mutual exchange of ideas and for propagating the aims and objects of the Associations. We have indeed reasons to be proud of such achievements.

Police Magazine and subscription.

The announcement you have made regarding the subjects which will find place in the magazine are comprehensive enough but the one subject which is, by far the most important, is how to increase the popularity of the force to improve its moral tone. I suggest for your considerations whether some arrangement may not be made by which the good and bad works done by the members of the service can be systematically advertised through the agency of the magazine as an encouragement and warning to the force. It is needless to disguise the fact that the service now suffers from popular prejudice and want of popular co-operation and the best means of removing this difficulty should be one of the main objects of the magazine.

It is obvious that a periodical, dealing exclusively with departmental matters, cannot have any circulation among the public and we must, therefore, rely only on our own resources and I appeal to you all to consider if it is not worth while to subscribe a copy each without minding much the size and get-up. I also appeal to you to strive your best to make the magazine a worthy mouthpiece of the great service to which we all belong, and this can be done not only by paying the initial and annual subscriptions but by each one of us trying according to our capacity to place our informations and suggestions and our heart and brain at the disposal of the promoters of the magazine. The service is not wanting in men who are writers and thinkers and they must come forward in numbers with their contributions for the Magazine. The shyness must be overcome, because there is no necessity for it, as the magazine is intended for circulation among the members of our own service.

COMRADES,—While we have met here to-day to discuss our pay and prospects of the service, we can not deny that, except in the case of directly recruited District Superintendent of Police whose initial pay has been decreased, our authorities have been pleased to grant us a better scale of pay, though it is utterly inadequate in comparison with other sister departments of Government. Still I think, we shall be wanting in our duty if we fail to acknowledge our gratefulness to the Government for the little we have got, and I take this opportunity of conveying our thanks to the authorities of our department on behalf of the members of the Association and earnestly pray that they will be moved to better our position further which our service reasonably and justly deserves.

COMRADES,—I have almost come to the end of what I have to say before you and it is in the fitness of things that I should tender my hearty thanks to office-bearers of the different Provincial Associations for whose zeal and enthusiasm the different Provincial Associations have attained this amount of success and prosperity within this short time. Lastly, I thank heartily the Chairman and members of the Reception Committee for their cordial welcome and reception.

COMRADES,—I have only dealt with some points which affect our service most and have not touched on many other important matters, as they are on the agenda, which will be discussed by other worthier colleagues and friends of mine whom I find present here. Before I sit down, I cannot but emphasise once more the importance of our to-day's representative gathering as many of us have assembled here from distant provinces sacrificing pecuniary loss and personal discomforts and inconvenience that attend a journey in this cold winter, and I speak specially of those, who imbued with a sense of duty and responsibility, have been enthusiastic enough to be in our midst to freely interchange their ideas and thoughts and discuss our present position in which we are all interested and I thank them, from the bottom of my heart for the keen interest that they have evinced. A fully representative congregation of all the different provinces, like the present one, is the truest expression of our common interests, and the conclusions that will be arrived at will be the conclusions of each individual member of our service.

Let critics say, whatever they might, there is no denying the fact that we, Indians, belonging to this department, are being starved, degraded and are being gradually driven to retrogression. We have lost faith in all and we now resolve to stand on our own legs, look after our common cause in a constitutional way, and with due obedience and loyalty to Government.

COMRADES,—I should at the same time warn you that we are sure to be confronted with difficulties and disappointments in our endeavours but these should not depress us. Let our strength be on God with our motto—always before our mind—

“DUTY for duty in its broad sense is the active principle of all religion”

HOWRAH, (BENGAL),
The 28th December, 1921.

PURNA CHANDRA BISWAS,
President.

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